

2022 | 2023

1 April 2022 to 31 March 2023

of the Police and Crime Commissioner

The largest intake of new officers 'for a generation'

By Police and Crime Commissioner Chris Nelson

hen the Government announced it had exceeded its target of recruiting 20,000 more police officers - 20,951 were achieved it was confirmation that Gloucestershire had played its part. For even though we have one of the smallest forces in the country, we also over achieved with 164 more officers joining the Constabulary. By September, that figure will rise to 174.



Wallace and **Gromit creators** helping to teach Gloucestershire kids about consent

It started as a video to teach primary school children an important lesson about 'consent'.

"It's not about getting the answer you want, but listening to the one you get," was the message of a 90 second animation, produced by the creators of Wallace & Gromit and Shaun the Sheep and funded by the Office of the Police and Crime Commissioner (OPCC) for Gloucestershire.

The video was incorporated into a lesson plan, created by Gloucestershire Healthy Living and Learning (GHLL), as part of a commitment to tackling Violence and Intimidation against Women and Girls in the county, and launched to Key Stage 2 pupils at Robinswood Primary School in Gloucester last year.

Now, it has been awarded a Quality Mark for its contribution to Personal, Social and Health Education (PSHE) - one of the highest symbols of excellence in teaching. It means the

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This amounts to the largest intake of new officers in our county for a generation. Furthermore, we are now the most diverse we have ever been, with more women, black and ethnic minority officers. On top of that much needed achievement, which will help prevent crime and catch offenders, in the next few months we will have also increased our Police Community Support Officers. PCSOs are at the core of Neighbourhood Policing, which national statistics show has helped reduce anti-social behaviour in the county to its lowest level ever.

Our police staff numbers, too, are now the highest they have ever been with more than 200 extra recruited during my two years in office. Staff members fill essential posts, many of which allow their uniformed colleagues to be out on the streets where the public want to see them.

The nature of crime is changing, with more fraud and domestic abuse cases than we have ever seen, and I have made tackling these crimes a top priority. Much as the extra officers, PCSOs and police staff will help the Chief deal with these crimes, even more are required to prevent them happening, and bring justice to those who break the law. I am, therefore, developing plans to continue strengthening the Constabulary further over the next 12 months, accessing new money from the Government.

All these extra officers have made it easier for the force to conduct large scale operations against organised crime groups.

A stronger Constabulary helps keep you safer.

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resources have been recognised as meeting the best- practice principles of the national body for PSHE education and will feature on the PSHE Association website, which attracts over 2.5 million visitors per year, and will be distributed to over 50,000 teachers nationwide, ensuring as many children as possible are able to benefit.

Kirsten Harrison, Director of Education at Gloucestershire County Council said: "Teaching and learning about giving and gaining consent is vital to help

children and young people to stay safe and nurture positive, healthy relationships.

powerful tool for communicating difficult messages." "These innovative

"Animation is a

resources have provided a friendly and engaging way for young people to talk about consent and boundaries, encouraging respectful behaviour from an early age. I am delighted that the PSHE Association has recognised how valuable they are which is testament to the efforts of everyone involved in developing them."

The Office of the Police and Crime Commissioner secured funding through the Home Office's Safer Streets Fund, and approached the Bristol-based BAFTA® and Academy Award®-winning animation studio, Aardman to work on the project.



Aardman producer Nick Miller said, "Animation is a powerful tool for communicating difficult messages and it's brilliant to see the film has been recognised in this way by the PSHE Association."

> GHLL is funded by Gloucestershire County Council and Public Health. It provides support for all schools and colleges in

the county to help support staff, children, and their families to improve their lives through making positive choices around physical, emotional, and mental wellbeing.

The lesson plan and resources, developed for primary schools (key stage 2), include scenarios and role-play to help children understand what is meant by consent, the importance of gaining and giving consent, and that it can be withdrawn at any time.





Operation Odyssey: Innovation in the gath disclosable information from victims' phones which negates the need for the Constabulary to keep devices for long periods of time.

Doggy DNA: An international first DNA marker system developed to help investigate criminal cases involving the theft of dogs through forensic analysis.

Commercial Vehicle Watch: Gloucestershire $oldsymbol{\mathcal{I}}$ Constabulary is delivering a project called Commercial Vehicle Watch as part of the Department of Transport's National Roads Policing Review. This includes Developing an App that will enable people to report Commercial vehicles who push the boundaries.

Community Speed Watch: Gloucestershire became the first in the country to integrate sophisticated low-cost cameras around local 'hotspots' where they will be able to capture and identify images of persistent speeders. It is hoped the system called 'Community Speedwatch+', which can operate around the clock 24/7, will reduce the number of deaths and serious injuries caused by motorists who drive too fast. (See page 8).

Environmental certification: Gloucestershire Constabulary was the first force nationally to receive ISO 14001 certification in environmental management.

Supportive leadership and wellbeing: Strong leadership training and emphasis on employee wellbeing within the Constabulary.

7 The Flare App: A free anonymous reporting app for reporting incidents of violence and intimidation against women and girls. The report will include location information so that further preventative action can be taken by partner agencies.

Better Together: The introduction of the Better Together team has been commended by HMICFRS for their work in improving diversity within the Constabulary

workforce, the introduction of the Community Legitimacy Panel and reverse mentoring programme which pairs colleagues from underrepresented groups with senior leaders. The scheme helps improve leaders' understanding of how to better support and be an ally of those that are traditionally underrepresented in the service.

Restorative Gloucestershire: The approaches taken by the award winning team in developing restorative practices across the county have been recognised nationally as best practice.

Children First: Working with partners to divert young people from the Criminal Justice System, the scheme has achieved national recognition including commendation from the Howard League in their 2019 Community Awards for restorative approaches.

Electronic monitoring of offenders: Gloucestershire is one of only six forces conducting a pathfinder trial with the Ministry of Justice on the extended use of electronic monitoring.

The Special Constabulary WAPO Team: The Wanted, Arrestable and Priority Offender Team are a dedicated team of Special Constables that track and arrest domestic abuse suspects. The team recently won a South West Regional Special Constable and Police Support Volunteers' award for their work which has led to more than 50 people being put before court.

Domestic Homicide Reviews: The partnership approach to managing and sharing the learning from Domestic Homicide Reviews has been recognised by the Home Office as best practice. Through the Safer Gloucestershire partnership, learning is shared across all relevant agencies following the most tragic circumstances so that together we can improve our local response to domestic abuse.

Six steps to 'Outstanding

ollowing the 2020 inspection by His Majesty's Inspector of Constabulary and Fire and Rescue Services (HMICFRS) in 2021, Gloucestershire Constabulary has been subject to the Inspectorate's enhanced monitoring regime, known as the 'Engage' process.

As a result, the Constabulary has had to produce detailed and thorough plans to address the areas where the Inspectorate said it was inadequate, and to show those plans were working.

Whilst the Chief Constable reports there are signs of 'tangible improvements', it also falls to the Police and Crime Commissioner (PCC) to hold him to account with the aim of providing the inspectorate with evidence of progress when the force is reassessed.

PCC Chris Nelson said, "My overriding priority is – and remains – the need

to address the causes of concerns identified in the last HMICFRS PEEL (Police Effectiveness, Efficiency and Legitimacy) report.

"I want the Constabulary to exit the 'engage' phase as soon as possible and to move beyond 'engage' towards 'outstanding'. To that end, I have provided substantial additional investment to support areas where it was identified as most needed.

"My challenge to the Constabulary is to build solid foundations so it can never be classed as inadequate in any area of its work".

That challenge has been undertaken under the following headings:

MOVING FROM 'ENGAGE' TO 'OUTSTANDING' IN SIX STEPS:

- Continuous Improvement and Innovation
- Always victims first
- Crime Standards Bureau (CSB)
- Relentless pursuit of criminals
- Investing to succeed
- Enhanced Operating Model

Continuous Improvement and Innovation (CII) involves a fundamental review of demand, efficiency and continuous improvement across the organisation, stripping out unnecessary work and replacing it with innovation and best practice.





A CII team was tasked with visiting all operational departments to examine the demands facing colleagues and the processes and systems being used. Staff were also encouraged to make suggestions on how to make things work better.

We are also creating a new victims' hub to deliver better outcomes for victims. Plans included a major new initiative to upskill colleagues to help officers detect more crimes and achieve closure for victims. Although the focus was on some specific high-volume crime types, training was also given to help with other investigations with the Constabulary's CMIS (Content Management Interoperability Services) team providing expert guidance.

We are also creating a new Victims' hub to deliver delivering better outcomes for victims.

Crime Standards Bureau (CSB) -

Since 12 September, 2022, every incident in the Control Room has been read to see if it contains a potential crime. In doing so, the CSB is helping victims get the service they expect. This includes sending victims' details of the crime record in a timely manner, something the PEEL report said the Constabulary needed to improve.

The brutal truth is the force is not solving enough crimes with the result that some criminals feel they can act with impunity. That is going to change.

Relentless pursuit of criminals -

The Constabulary's proactive Vanguard units are hunting down wanted suspects throughout the county, reminding some of our 'career criminals' that they should expect a call at any time. Working alongside colleagues in the local policing areas (LPAs), the three Vanguard teams are an extra weapon in the force armoury, taking the fight to criminals that too often make residents' lives a misery.

Investing to succeed means providing the support and resources the Constabulary needs to reach the standard the public expect and requires to make it easier for officers to do their work and give them more time to prevent crime. A huge investment has been made to replace its outdated core records

management system with many new officers and staff to make it work. In fact, Gloucestershire was one of the few forces to surpass recruitment targets set by the Government's uplift programme, which will allow it to lay more stable and resilient foundations for the future.

The Constabulary and OPCC finance teams are working closely to ensure we maintain careful financial management which is another Police and Crime Prevention Plan commitment. As well as ensuring diligent financial oversight, it is the PCC's responsibility, along with other senior officers and staff, to ensure good governance, particularly as we accelerate the pace of change.

Enhanced Constabulary Operating Model will be delivered in three concurrent and connected phases:

- FCR (force control room) Effectiveness Programme
- Local Policing Operating Model
- Specialist Operations and Crime Command Operating Model

This approach will allow for the findings of the CII team's review to be implemented at the earliest opportunity.

I have also made it clear that I want These 'goods' to be maintained.

*This report was compiled before the next HMIC inspection, which is scheduled for the summer of 2023, and well outside the period under review in this annual report



Anti-social measures among the winners at this year's Festival

By Police and Crime Commissioner Chris Nelson

fter the disgusting antisocial behaviour that marred the 2022 National Hunt Festival, and the years of disruption faced by local residents, I was very clear that enough was enough, and that we needed a real focus to crack down on this sort of unacceptable behaviour.

So, during the following twelve months, I took a close interest in preparations and worked with the Jockey Club, the Constabulary and other partners like Cheltenham Borough and Gloucestershire County Councils to make sure we had a joined-up approach for the 2023 event.

If you travelled around Cheltenham during this year's festival, you will have seen examples of this effort and improved grip over the impact



on the community of the Festival: From additional portaloos and police officers, new 'wayfinders' thanks to the Jockey Club, signage and even the infamous anti-pee paint, all measures that were designed to get the message across that this time it would be different.

Now that the Festival is over, we can take stock though it's obvious that some still hadn't got the message.

A number of people had their details taken and later dealt–with in relation to anti–social behaviour. Arrests were also made in relation to drug dealing, theft and assaults. You may have seen in the media that parking notices were issued by Gloucestershire County Council and there was ongoing enforcement activity from Cheltenham Borough Council officers too.

My Deputy Nick Evans spent some time with the officers on duty along Evesham Road and the other routes back into town, and they told him about residents coming out of their houses to say thank you. The officers definitely felt that their presence, along with the 'wayfinding' marshals, had prevented incidents taking place, and helped maintain a safe and positive atmosphere. This was, after all, what we all wanted to see.

Where we were made aware of incidents, my office passed on this information, and 'wayfinders', police officers and PCSOs paid particular attention to those areas. I'm sorry that we didn't manage to stop every incident, but I hope that residents will at least feel their concerns are being listened to.

The progress we have made so far has given us a strong foundation to build on for next year, and I already have some ideas of additional steps we might take alongside our partners to help reassure residents that we do want to see action, and we are serious about sustaining this momentum, and that everyone can enjoy the Festival.



#FindYourVoice A new campaign to tackle violence against women

graphic new advertising campaign, funded by The PCC and designed to tackled the harassment and unwanted attention women receive in Gloucestershire, ran on TV and radio.

Entitled #FindYourVoice, the series of adverts targeted men across Sky TV, radio, Spotify and social media — hoping to encourage them to speak out against incidents of harassment towards women, which they may witness.

The campaign doesn't suggest that all men behave this way, but encouraged those who behave appropriately, to speak up and make a difference.

The short film, developed by award-winning creative agency Affixxius, depicts a young man who appears to have no mouth. He witnesses unacceptable behaviour towards women on his commute; at the office; and finally with his mates in the pub. But it's not until the final scene that he 'finds his voice' by speaking out and his mouth returns.

The concept is based on a psychological phenomenon known as the 'Bystander Effect' and demonstrates how humans are less likely to help a person in need, if there are other people present assuming someone

else will take the lead. As a result, the harassment continues as long as the perpetrator believes that each of the silent bystanders agrees with and endorses their behaviour, leading to more of the same – and, in the worst cases, serious sexual violence. The simple act of speaking–up helps to both support victims and highlight unacceptable behaviour to perpetrators.

Gloucestershire's County Domestic Abuse and Sexual Violence (DASV) Strategic Coordinator, Sophie Jarrett said: "Women have to endure harassment and unwanted attention on an almost daily basis, so we hope this campaign will encourage men to become allies, calling out this behaviour, wherever it's happening.

"Interventions aren't always confrontational, it can be as simple as a quiet word with a mate, right through to formally reporting harassment in the workplace. But we hope this campaign reminds men that they can make a difference, by speaking out."

The ambitious project was made possible thanks to funding secured from the Home Office Safer Streets Fund by Gloucestershire's Office of the Police and Crime Commissioner.



Innovative new plan to put the brakes on speeding motorists is a UK 'first'

t has been welcomed by communities across the county as a new, 'ground-breaking' front in the battle against speeding motorists.

Gloucestershire became the first in the country to integrate sophisticated low-cost cameras around local 'hotspots' where they will be able to capture and identify images of persistent speeders.

It is hoped the system called 'Community Speedwatch+', will reduce the number of deaths and serious injuries caused by motorists who drive too fast, and there are already promising signs.

PCC Chris Nelson said, "Our approach to Community Speedwatch+ builds on the strong foundations established over many years by local resident volunteers.

"Offering communities the use of new, innovative technology will enhance their chances of changing the way some motorists drive and getting them to slow down.

That is why we worked with the county council to try and make the cameras more accessible".

Community Speedwatch+ is primarily an educationbased scheme to help local residents reduce speeding traffic through their neighbourhood. Offenders who are caught on camera will be alerted and warned by letter, but only if they fail to break the habit and continue to break the law will they be targeted for enforcement.

As part of this new approach, the process for installing the new cameras was also simplified to make it easier for communities to put them where they will be most effective.

Gloucestershire Constabulary's Director of Specialist Operations, Supt Paul Keasey said, "This is a revolutionary new approach to Community Speedwatch in the UK. We can't find anyone else in the country that has done this, it's genuinely innovative.

> "Community Speedwatch+ empowers communities to take action on problem speeding in their local area and is a huge opportunity to make a difference and save lives". Local road safety campaigner, Charles Pedrick, said: "Many of us involved in road safety, have seen first-hand how road traffic collisions destroy families.

> "Using ground breaking technology, we can clearly track anyone that is driving in a dangerous manner. Like many other road safety campaigners, we really don't want to see people fined, if we can stop them endangering the lives of people in our towns and villages, by re-educating them instead".

Gloucestershire's **Road Safety** Partnership relaunched in December with presentations from all the key partners to renew their commitment to joint working and vision zero, a global road safety project which aims to reduce deaths on roads to nil.

DPCC first to take on drug role



new multi-agency group was formed in August to tackle drugs in Gloucestershire led by Deputy Police and Crime **Commissioner Nick Evans.**

The group was formed in response to the Government's "From Harm to Hope" 10 year drugs plan and Nick took-up the role of Senior Responsible Officer for the local Combatting Drugs Partnership (CDP) covering the county.

The national plan outlines the requirement for local areas within England to come up with plans to:

- Break drug supply chains
- Deliver a world-class treatment and recovery system
- Achieve a generational shift in the demand for drugs

"Drugs do incredible harm to individuals and whole communities. Tackling this scourge needs joined up thinking and partners working together, and that's exactly what I want this partnership to do", said

"As chair of the Safer Gloucestershire Partnership, I've seen how practical support and education can make a real difference to people's lives and ultimately reduce crime. This partnership focuses that approach on combating drugs, and should make Gloucestershire safer as a result."

As well as the OPCC. Gloucestershire's CDP includes Gloucestershire Constabulary, NHS partners, Gloucestershire County Council, district councils and probation services who are working together, alongside treatment services and those with lived experience of the harms drugs can do.

Investment in economic crime team pays-off in money laundering swoop

"Fraud can have a

devastating impact on

victims, emotionally as

well as financially."

Twenty one people were arrested and £145,000 recovered in a police operation targeting fraud and money laundering.

Gloucestershire Constabulary's Economic Crime Team (ECT) focused on fraudsters during the early

part of 2023, in support of a national policing campaign called Operation Henhouse.

Police and Crime Commissioner Chris Nelson has attributed the success to extra investment in the ECT.

"Fraud and scams are the most common crime in the country, so I'm very pleased to see that the funding I've made available to increase the size of Gloucestershire's economic crime team, both

raising awareness of the tricks fraudsters play, and increasing capacity to pursue criminals, has contributed to these great results".

Operation Henhouse, was led by the NCA's National Economic Crime Centre, and involved police forces

across the UK. A Constabulary spokesman said, "Fraud can have a devastating impact on victims, emotionally as well as financially.

"As a force we are working with regional and national law enforcement partners to pursue fraudsters and those involved in laundering criminal funds. We will use the full extent of our powers to bring offenders to justice and separate them from their ill-gotten gains."

Drugs, cash and weapons seized as suspect is tracked over 200-miles

olice tracking a suspected drug dealer hit the jackpot when they closed the net around him.

The car was spotted by officers as it made its way from the North West, through Gloucestershire and into Gwent. When it was intercepted near the border with Wales detectives discovered around 7 kilos of class A drugs with a street value of £700k.

Teams from the South West Regional Organised Crime Unit (SWROCU), Gloucestershire Constabulary and Avon and Somerset forces worked together to track the vehicle until they were in a position to strike.

It was one of more than 100 arrests and hundreds of thousands of pounds worth of drugs seized as part of an intelligence-led operation by SWROCU and supported by all five South West forces - and one of the highlights of a week-long anti-drugs operation initiated by the South West's five Police and Crime Commissioners (PCCs) and police forces. Gwent Police, Tarian Regional Organised Crime Unit, and Merseyside Police also played a part in the hit.



Altogether, more than three quarters of a million pounds worth of drugs were seized and 121 drugs arrests were made during the seven days of raids relating to warrants in Gloucestershire and other parts of the West Country from 27 March to 2 April.

More than £100,000 in cash and contraband was also recovered along with a variety of weapons, vehicles and other equipment used for crime.

> In Gloucester, eight shops used as a front to sell drugs were given notice to close. Closure Orders were subsequently granted by the courts, preventing anyone not exempted by the order from entering the premises for up to three months.

It was the latest in a series of week-long operations, part of a regional anti-drugs strategy which launched in 2022. Officers supported by British Transport Police, HM Revenue and Customs and Trading Standards, carried out a range of targeted activities and patrols across the region including Gloucester, Cheltenham, Plymouth, Bournemouth, Swindon, Bristol and Bath.

It followed three previous operational phases, in which vast quantities of drugs and weapons were seized, a number of arrests made and more than a third of a million pounds in cash recovered.

Superintendent Paul Keasey, Gloucestershire Constabulary, who led the operation, said: "This demonstrates the value of the five forces working together.

"Not only have we been able to recover a large quantity of drugs and disrupted gangs and individuals who deal in them, we have also taken a number of dangerous weapons off the streets, making the region a much safer place".



Across the South West there were...

- More than three quarters of a million pounds worth of Class A and B drugs seized
- 121 drugs arrests
- £109,465 cash recovered
- 173 weapons taken off the streets

In Gloucestershire, there were...

- 22 arrests
- A mixture of class A and B drugs with an estimated street value of around £30k
- £7,500 cash and £15,000 worth of tobacco recovered
- **Eight** shops, where drugs were being sold illegally, closed
- Five vehicles impounded
- A number of weapons and mobile phones used for crime confiscated

Speaking on behalf of the region's PCCs, Chris Nelson, Police and Crime Commissioner for Gloucestershire said: "The principle of co-operation across our five forces enables us to share best practice and helps tackle the problem of antisocial drugs in our communities. Operations so far have produced excellent results that provide tangible evidence of the value of closer collaboration".

South West regional drugs intensification weeks are a collaboration between the five police forces in the South West region – Gloucestershire, Dorset, Wiltshire, Devon and Cornwall, Avon and Somerset. The region's five Police and Crime Commissioners, the British Transport Police, South West Regional Organised Crime Unit and the independent charity Crimestoppers combined their resources to tackle drug supply in the region.

PCC continues fight for fairer funding

ouncil tax was just one of the many bills to have risen during the past financial year. While this was in-part to pay for the recruitment of hundreds more police officers and staff, PCC Chris Nelson says this rise might not have been necessary if an "out-ofdate funding formula" had been addressed by Government.

In England and Wales, policing is funded through a mix of Government funding and tax payer contributions. The government funding is known as the Police Allocation Formula (PAF). Each county receives an amount of funding, based on the need for policing in areas relative to each other. The results of the PAF have a significant impact on how much money a force will receive in order to police its local area.

Historically, rural police forces like Gloucestershire receive a lower allocation compared to urban police forces. This is because the formula tends to favour urban forces with higher crime rates and more serious violence. This results in Gloucestershire's residents paying more council tax than other areas to get the same policing service.

Mr. Nelson took his funding concerns to senior officials and Ministers at the Home Office and was assured that change was 'imminent'. However, as it has not yet happened, it did not affect this year's financial planning.

Mr Nelson explained: "For some time now, I have been working hard with my Commissioner colleagues nationally and the Home Office to ensure the Government's out



of date police funding formula is revised. This complicated equation determines the funding allocation for each of the 43 police forces around the country. It was devised over 20 years ago and tends to favour urban based forces with high crime rates and serious violence.

"Rural counties, such as Gloucestershire, have the same types of crime to deal with as urban areas - although not of the same intensity. Therefore, we need a similar range of crime fighting resources, particularly given our widely dispersed population. The current formula does not adequately recognise this need, increasing local pressures for higher council tax to compensate.

"I have been assured by the Home Office that a new system will be in place within the next two years and I look forward to seeing the benefits for Gloucestershire."



Big increase in casualties leads to a new approach

Gloucestershire

new approach to road safety, designed to recognise the vulnerability of older drivers and keep them safe behind the wheel was launched in October.

The Gloucestershire Constabulary Older Drivers Strategic Approach, aims to keep those over 70 safe on our roads, maintaining their independence, while reducing the risks and vulnerabilities that could lead to

serious, or even fatal accidents.

The aim is to produce a standardised approach towards reducing risks linked to older drivers. Age UK defines an older driver as a driver over the age of 70, when they must reapply to

the DVLA for their licence. The Older Drivers Strategic Approach follows a 160% increase in the number of people aged 65 and over, killed or seriously injured on the county's roads.

Gloucestershire Constabulary's Roads Policing Lead, Supt Paul Keasey, said: "This is about keeping older people, who may rely on their vehicles for their independence, safe and reducing the potential risk to other road users".

While older drivers account for

15% of all licence holders, almost twice that number, 28%, account for all road deaths. The number of collisions involving older people reveals a similar increase with a 160% rise in older road users killed or seriously injured from 2010 – 2019.

With more people reaching the age of 70, and re-

applying to the DVLA to continue driving, there is a growing national movement to make sure that people know how to get the most of their vehicles and remain safe on our roads.

Nigel Lloyd–Jones, the Older Drivers' Forum's co–lead said, "This innovative,

evidence-informed, strategic approach, developed by some of the most experienced and brightest road safety minds in the country, connects and aligns the collaborative strengths of the statutory and third sector in a ground-breaking new initiative.

"We don't want to take older people off the road, we want to keep them safe and reduce the potential risk to other road users".

Gloucestershire has a much older population than many other places. From 2009 -2019, the number of people in the county over the age of 65 grew by 28%, compared to 23% nationally. A percentage that is predicted to almost double over the next twenty years.





Meet the new boss

Out with the old, in with the new!

uth Greenwood was appointed Chief Executive and Monitoring Officer for the Office of Police and Crime **Commissioner for Gloucestershire** following the retirement of her predecessor Richard Bradley.

Ruth was appointed following a very competitive process that included interviews with four other candidates and formally began her new job on 1 November, although her appointment was announced following confirmation by the Police and Crime Panel in September.

During a rigorous question and answer session, she told panel members, "I feel lucky to be part of the OPCC and its amazing team. A very strong team; high performing. I provide a sense of continuity for Chris, particularly within the short term of office that he has this time around.

"I am from Gloucestershire. although I spent nearly 20 years in Manchester. I returned to Gloucestershire; my heart is here; my family is here. I want my two boys to grow up here in a county where they feel safe, they're happy and they're healthy. And I want everybody to feel that way".

Chris said, "I have already worked with Ruth in her role as Deputy Chief Executive of the OPCC, and I am greatly looking forward to



strengthening our professional relationship, to help advance the key priorities of the Police and Crime Prevention Plan.

"I would also like to express my enormous thanks to Richard who is retiring. He will be a hard act to follow but I know that Ruth will provide the leadership, strategic direction, and legal advice that is so crucial to ensure that I am able to fulfil my mandate – and my statutory duties. I also know that Ruth's superb organisational skills will help to deliver my strategic plans and programmes and ensure the effective implementation of

"And I would also like to thank the other candidates for applying. It is to Ruth's immense credit that she was, even among this rich field, the outstanding candidate".



Constabulary joins operation to help convict more sex offenders

uring the year under review, the Constabulary began working with academics who are specialists in their field to improve how officers respond and investigate sexual offences.

Tackling male violence against women and girls Is a Police and Crime Plan Priority. Operation Soteria Bluestone is a nationwide initiative and a revised approach to investigating rape and serious sexual offences that was already seeing encouraging outcomes in other areas.

The Constabulary was one of the new pilot forces to join the latest phase of the initiative, making a total of 19 participating nationally. By this year, all forces in England and Wales will have adopted the best practice with an intention to provide a better policing services to victims.

Its approach is centred on the conduct of the suspect as opposed to the victim, with a strong focus on closer joint working between police and prosecution teams to drive up the number of successful prosecutions across the country.

Chief Inspector Richard Pegler said, "Operation Soteria is an opportunity for us to learn and Ensure we are dong absolutely everything we can to identify and convict sexual predators.

"We currently have a dedicated and specialist Rape and Serious Sexual Offences team, and the work with Operation Soteria Bluestone will help us continue to build on our already strong partnership approach with the Crown Prosecution Service in taking more cases to trial and conviction."

Operation Soteria Bluestone was first launched as a response to the Government's End-to-End Rape Review, and the Home Office pledge to increase the number of rape cases successfully prosecuted at court.

Rape convictions can be difficult to secure for a number of reasons and the initiative aims to boost conviction rates and focus on dealing with the perpetrator.



Click here to report and find support

Gloucestershire Rape and Sexual Abuse Centre support women deals with the effects of rape and sexual abuse.

Click here for more information



PCC supports new law reforms

olice and Crime Commissioner Chris Nelson gave his support to new laws, introduced by the Government in June, to reduce violence and crime.

In response to the announcement, he said: "The new powers introduced through this legislation will keep dangerous criminals off our streets for longer, and create new offences to give our police the powers they need to protect the public. I welcome the clear message that this sends to offenders - and to the public - that the criminal justice system is determined to make our streets safer".

The new legislation ends the automatic release of offenders deemed to be a danger to the public and sees whole-life orders as the starting point for premeditated child murder.



- Overhaul of sentencing laws to make streets safer
- Serious violent and sexual offenders to spend longer behind
- Measures to help cut crime and better protect the public
- New powers to manage serious disruption caused by protests

It means the most violent and sexual offenders, including rapists, are forced to spend longer in prison and give victims of domestic abuse longer to report incidents to police.

Mandatory life sentences will also be introduced for those who unlawfully kill emergency workers in the line of duty.

Mr. Nelson said, "This is a significant milestone and sends a strong message that the government acknowledges the extremely dangerous job that police officers carry out on behalf of the public, something which PCCs have strongly supported.

"I am particularly pleased to see that there will be additional support for victims of domestic abuse, and that the dangerous job that our hard working police officers do on behalf of the public is being recognised through these new laws".

Three-quarters of a million pounds to support domestic abuse and sexual violence victims

More than three-quarters of a million pounds was secured by the Office of the Police and Crime Commissioner to provide support to victims of sexual violence and domestic abuse in Gloucestershire.

Nine specialist advisors had their contracts extended and two new roles created. All 11 roles will be funded until 2025.

The OPCC also secured funding for five Independent Domestic Violence Advisors (IDVA), five Independent Sexual Violence Advisors (ISVA)

"An ISVA is an advisor who works with people who have experienced rape and sexual assault"

and one Independent Stalking Advocacy Caseworker.

Improving the service victims of domestic and sexual abuse and violence is enshrined in the Police and Crime Prevention Plan.

The roles sit within organisations such as Gloucestershire Domestic Abuse Support Service (GDASS), Victim Support and Gloucestershire

Rape and Sexual Abuse Centre (GRASAC) and are funded until March 2025 using money from the Ministry of Justice (MoJ).



New report says 'Safer Streets Fund' is building confidence in the police

ommunities benefitting from the Home Office Safer Streets Fund are less likely to worry about being mugged or robbed, according to an independent evaluation of the first round of funding.

The Safer Streets Fund was launched in January 2020 with the aim of reducing acquisitive crime in the worst affected local residential areas. Police and Crime Commissioners (PCCs) across England and Wales were encouraged to bid for funding to invest in relevant crime prevention measures.

Since the Home Office widened the criteria, the Office of the Police and Crime Commissioner for Gloucestershire (OPCC) has secured more than four million pounds of funding to spend on tackling issues like violence against women and girls, rural crime and anti-social behaviour in Gloucestershire. (See box on opposite page).

PCC Chris Nelson said, "I am pleased to see that this initial review shows that the work we do as Police and Crime Commissioners is making a tangible difference and improving the public's confidence in policing.

"It is a welcome endorsement of the hard work that has gone into securing this investment and the benefits of working with partners to make our communities better.

"I've been very clear that I want the police to work with councils



and other partners to create safer communities and cut crime and antisocial behaviour. The Safer Streets Fund (SSF) helps make that happen."

The Home Office had, at the time of this report, run four rounds of the Safer Streets Fund, making money available to communities across England and Wales to help combat a range of crimes, including theft, antisocial behaviour and violence against women and girls in public spaces. A fifth round has since been announced.

Mr. Nelson said, "Increasing public safety in our communities, and restoring people's confidence in the police and pride in where they live, is an absolute priority.

"We are witnessing first hand the positive impact these preventative initiatives are having in supporting victims, tackling anti-social behaviour, embedding vital community safety projects and helping to tackle violence against women and girls".

Kantar Public carried out the evaluation between May 2020 and November 2021. It set out to measure the differences made by the SSF1 programme by analysing police recorded crime data and primary survey data on public perceptions of crime and safety.

Among its findings was the positive impact of investing in initiatives to improve local environments; how it made people feel safer and more engaged in their communities and an improvement in residents' perceptions of their local police doing a good or excellent job.

Crime prevention initiatives in Gloucestershire, paid-for with Safer Streets funding, have so far included:

- The deployment of cameras and lighting where women and girls say they feel unsafe, including around Gloucester Park
- a new fleet of drones to safely collect real-time data and support for rural communities
- six PCSOs one for each district to deal with low level **ASB**
- support to prevent street drinking in Gloucester and Cheltenham
- recruiting a dedicated community outreach worker to engage with women and girls around the Gloucester Park area
- a training programme, which aims to make cultural change by giving people the confidence to call out inappropriate or misogynistic behaviour
- extra financial support for The Nelson Trust's Sex Worker Outreach programme, which helps vulnerable women in Gloucester
- enhanced forensic testing in relation to neighbourhood crimes such as burglary
- rural crime prevention tactics such as search lights, wildlife cameras, nightvision gear, trackers for farming equipment, grab bags for badger crime and poacher blocks
- better software for witnesses to upload digital doorbell footage to police
- youth diversion

It's the fund that keeps on giving

further two million pounds of government money found its way to Gloucestershire following the latest successful bid to the Home Office Safer Streets Fund.

The fourth round of funding centred on ideas for tackling male violence against women and girls (VAWG), rural crime and anti-social behaviour.

Gloucestershire's Office of the Police and Crime Commissioner (OPCC) submitted three separate successful bids, covering the topics of VAWG, Neighbourhood Crime and Anti-Social Behaviour.

The primary bid of £749,124 was to tackle anti-social behaviour in a number of ways, including:

- Six PCSOs one for each district to deal with low-level ASB
- a children's education project designed to facilitate restorative conversations at a primary school level
- outreach and diversionary activities for young people intervention
- support to prevent street drinking in Gloucester and Cheltenham
- funding to help roll-out Solace an ASB project – in rural parts of the county and
- promotion and roll-out of a 'community triggers' scheme to help provide multi-agency support in cases of repeat anti-social behaviour.

The second bid focused on tackling neighbourhood crime with £591,705 to provide solutions such as:

- better software for witnesses to upload digital doorbell footage to police
- a new fleet of drones to safely collect real-time data and support rural communities

- 32 rural ANPR cameras along with technician support
- enhanced forensic testing in relation to neighbourhood crimes such as burglary and
- rural crime prevention tactics such as wildlife cameras, trackers for farming equipment and concrete blocks for gateways.

The final bid targeted Violence **Against Women and Girls (VAWG)** through techniques including:

- educational theatre on the topic of sexual harassment and sexism
- funding for personal safety apps and alarms
- production of a video highlighting stalking behaviours
- new drug testing machines to tackle spiking, and
- additional presence in the nighttime economy through Street Medics, Night Safe Officers and Street Pastors.

This was the OPCC's third successful application to the Safer Streets Fund and took the total secured to more than £3 million in 12 months making it among the most successful in the country.

PCC Chris Nelson said: "These bids are full of progressive and engaging ideas to help prevent crime; as well as operational support and equipment which will allow officers to work more efficiently."

Local authorities, the British Transport Police (BTP), and certain Civil Society Organisations (CSOs) are also eligible to lead bids. However in Gloucestershire, all three bids were curated and submitted by the county's Office of the Police and Crime Commissioner, due to the team's experience and previous success in this arena.



Green light for blue light services link-up

It had been talked about for some time, and after much speculation, Gloucestershire's first combined Police, Fire and Rescue Stations have opened.

The news that Newent and Winchcombe fire stations would become operating bases for police officers was confirmed at a meeting of Gloucestershire County Council's Fire and Rescue Scrutiny Committee in November during a session on Police and Fire Service collaboration — and opened in July.

The announcement means better facilities for police officers in Newent and Winchcombe, and encourages closer working between police and Gloucestershire Fire and Rescue Service (GFRS) to keep residents safe and tackle issues like anti–social behaviour and road safety.

While there is unlikely to be any change in how GFRS operates, local policing teams have been able to start and finish their shifts at the new hub, going out on patrol in both vehicles and on foot and returning for meal breaks. Teams can use the building for prearranged appointments or meetings with the public and other agencies. They can also serve as bases for local Special Constables and Volunteer Police Community Support Officers which the Police and

Crime Commissioner and Constabulary are working to expand.

Deputy Police and Crime Commissioner Nick Evans, who made the announcement at today's scrutiny meeting, said: "This is a huge step forward in working together with our colleagues in the County Council and GFRS to make our County Safer".

Cllr Dave Norman, cabinet member with responsibility for the Fire and Rescue Service, said: "I fully support collaboration between our fire and rescue service and police partners. I am pleased to see that the feasibility has been scrutinised appropriately and that Newent and Winchcombe Community Fire Stations are able to provide a base for the police officers to operate out of collaboratively whilst continuing to provide valuable community services".

GFRS chief officer Mark Preece said: "We have a very close working relationship with Gloucestershire Police and are extremely pleased that they will move in to our Community Fire Stations in Newent and Winchcombe with us. We currently have the Ambulance Service based at some of our community fire stations and this is a further step in our commitment to blue light collaboration."



A fresh focus for Safer Gloucestershire

afer Gloucestershire is a multi-agency board that supports agencies with statutory responsibility 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.

Following the Coronavirus pandemic and the publication of the new PCC Police and Crime Prevention Plan, 2022 enabled us to refocus and realign our work as well as providing an opportunity to review the way we work together.

Our newly appointed Safer Gloucestershire Co-ordintator took up position in January 2022 and during the year has been able to lead on a number of projects as well as facilitating partnership working. The projects have included:

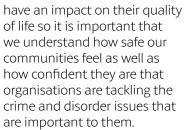
Priority setting

It is a requirement that we produce a Strategic Assessment. This document is usually undertaken every three years with an annual refresh. It brings together data from a number of sources and helps us to identify our priorities, which in turn helps us to develop our plans and associated actions. Work on the Strategic Assessment began in autumn 2022 and we confirmed our countywide priorities at a planning workshop in March 2023, these are:

- Substance misuse
- Reducing reoffending
- Serious violence
- Violence and Intimidation against women and girls, including domestic
- Hate crime
- Road Safety
- Prevent
- Urban Street Gangs and Serious and Organised crime
- Anti-social behaviour

Perception of Crime Survey

People's perception of crime and disorder can



We undertook an online survey in December 2022 to establish how people felt and to highlight any issues that we needed to address; the results of the survey also helped us to identify our priorities.

Click here to read the survey

We intend to undertake the survey again in 2023 and 2024 increasing the number of respondents and ensuring as many people as possible have a chance to participate. By undertaking the survey each year, we will be able to establish if the work we are doing is making a difference.

Partnership working

The Strategic Assessment and perception of crime survey helped to confirm the priorities for Safer Gloucestershire, many of which we were already working together to address

In 2022 the multi-agency

Combatting Drugs Partnership was established, this partnership will lead on substance misuse work for the county.

Reducing reoffending is a priority of the Gloucestershire Criminal Justice Board (GCJB) and we have been looking for opportunities to work together in this area.

Anti-social behaviour is a concern for communities across Gloucestershire and a Police and Crime Plan priority. During 2022, we worked with our rural Community Safety Partnerships to enable them to become part of the Solace team. Solace works on medium to high risk ASB with a team of experienced caseworkers and police offi cers, it has been operating in Gloucester and Cheltenham for a number of years and rural districts are now able to take advantage of the expertise in the team.

A countywide **Road Safety** Partnership has been established and is working to improve road safety across the county.

We are working with the Serious Violence Prevention Co-ordinator to deliver the requirements of the Serious Violence duty.

During 2023 we will continue to monitor progress against our priorities, continue to facilitate strong partnerships working and build on the work we have undertaken in 2022

Police 'odyssey' leads to breakthrough in sexual abuse evidence gathering

By Supt Paul Keasey, Head of Specialist Operations Gloucestershire Constabulary

ou do not have to be a teenager to be attached to your mobile. Our phones, tablets and all similar devices have become the go-to appendage for all ages.

The ability to communicate through What's App, text, Facebook and all other available platforms has almost made speaking redundant. And with, potentially, as much storage as those room–size computers that once fired rockets to the moon, the mobile phone has become an essential archive for everyday life.

Yet, for victims of domestic and sexual abuse, required to submit their most personal records for scrutiny for an unlimited period while investigators comb through their life in words and pictures with nothing off limits – it can be a huge invasion of privacy.

Dame Vera Baird KC, the former Victims' Commissioner, described it as the equivalent of a "digital strip search". The Information Commissioner's Office (ICO) called on the police and criminal justice partners to stop collecting "excessive" and unnecessary amounts of personal information from victims, with recommendations around proportionality and the length of time that information is retained.

The need to adapt and change the way digital opportunities are managed is long overdue.



Gloucestershire Constabulary's award-winning Odyssey team

To produce a solution to this ongoing problem, Gloucestershire Constabulary has been piloting a new technology code-named Project Odyssey.

The newly developed Odyssey devices, enable specially trained officers and forensic experts to extract evidence of crime from a wide range of applications within a set period of time. The process is called 'time slicing' and enables investigators to search a device for relevant information within a specific window, ensuring that nothing outside the investigation is captured. Odyssey devices can extract data from Smart devices, USB's, memory cards, dash cams, Apple and Android operating systems and can be tailored to the majority of incidents requiring a law enforcement response. The mining of data in this way is a recognised forensic process, but

also enables further examination via laboratories should the needs of the investigation dictate.

During the last 20 years, the world has seen an explosion of available digital data. Working closely with the Crown Prosecution Service (CPS), His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and the digital forensic team, we can forge a platform capable of replication across UK law enforcement. Reducing digital device interrogation turnaround to minutes, with all levels of examination capable of completion by any front-line investigator.

Odyssey means that relevant data can now be targeted and submitted to the CPS at the earliest opportunity. This has resulted in a streamlined judicial process at the first point of contact, which has

added significant value to the early stages of the investigation.

Evidence gathering at the scene has historically required trained, skilled operators, with very few organisations able to meet the time and cost demands this requires. Victims, witnesses, the public and law enforcement officers are demanding a device that can extract proportionate, targeted data at the crime scene, that will improve both the service to victims and investigative outcomes.

To achieve this, and with the help of our partners, we looked to create

additional functionality through bespoke hardware and software that would help identify new opportunities for digital investigation;

"It is no longer necessary to keep the victim's phone, which before Odyssey, would have left them without their lifeline to call for help."

establishing the most efficient means for interrogating victims' and witnesses devices; making sure all the devices in use during the relevant timescale are located and that none are overlooked.

It is no longer necessary to keep the victim's phone, which before Odyssey, would have left them without their lifeline to call for help

Developing the use of search tools, analysing content and a clearer assessment of its relevance were among our primary aims, along with a more joined-up approach between the police and CPS towards sensitive material.

The hardware developed for Odyssey does have sufficient internal storage and additional network capabilities from the scene if required, while training for our 18 digital review officers deployed so far, has been in line with NPCC guidelines around electronic based

data. This has resulted in more efficient and effective operational delivery, leading to enhanced criminal justice outcomes and a more sensitive service to victims and witnesses of crime. Key to this is that devices can remain with their owner and that private lives remain just that as only relevant, targeted data is extracted.

Perhaps the most pertinent benefit is that during a high-risk domestic violence investigation, it is no longer necessary to retain the victim's phone, which could be their only lifeline for help should the need arise.

> As a consequence of improving the response to the initial investigation, the postcharge criminal justice process

more positive outcomes for all, and a greater ability to deal more effectively with perpetrators. Victims are safeguarded, the risk of re-offending is reduced and law enforcement resources can be allocated more effectively producing significantly measurable medium and long-term benefits.

will be better equipped to deliver

Put simply, in an operational sense, Project Odyssey is saving law enforcement time, money and resources, while improving criminal justice outcomes by sharing skills and creating new capabilities. It means the time it takes to interrogate digital devices is reduced potentially from months to minutes with all levels of examination capable of completion by any frontline investigator.





Anti-social behaviour pledge is that 'pillar to post' practise will now end

pledge has been signed by Gloucestershire leaders, promising that anti-social behaviour will be taken more seriously, made easier to report and tackled in partnership, with victims no longer being passed 'from pillar to post'.

The Anti-social behaviour pledge has been developed by Safer Gloucestershire, a county-wide community safety partnership, led by Deputy Police and Crime Commissioner, Nick Evans.

Representatives from organisations including local councils, Gloucestershire Health & Care Foundation Trust, Bromford Housing, Young Gloucestershire and Green Square Accord, all signed the pledge at Gloucestershire Constabulary's Waterwells Headquarters, promising their commitment to its values.

The pledge was launched during Anti-Social Behaviour Awareness week last July, highlighting the lasting effect that anti-social behaviour can have on victims.

Speaking of the multi-agency commitment, Chair of Safer Gloucestershire Mr. Evans said: "The aim is simple: to stop residents of our county from being passed from pillar to post when they have a problem with anti-social behaviour.

"It is a signal to our residents that we as organisations, and as a County, want to nip ASB in the bud, tackle it early and improve the quality of life for our residents.



"I want this pledge to act like a no-wrong door policy, putting the victim first and looking not just at what can my agency do to help this resident find a solution, but who can I speak to at other agencies to help them too.'



GLOUCESTERSHIRE ANTI-SOCIAL BEHAVIOUR PLEDGE

As signatories of the Safer Gloucestershire Anti-social behaviour pledge, we recognise a broad definition of antisocial behaviour which can affect the people of Gloucestershire in many different and sometimes profound ways.

We will continue to work together to understand the impact of anti-social behaviour in the county and tackle issues as a priority when they arise, with a focus on early intervention and prevention. People in Gloucestershire have the right to feel safe, whether they live, work in, or are visiting the county, and victims will always be provided with appropriate support.

We will make it easier to report anti-social behaviour, ensuring the process is clear and accessible to all. Where victims feel they have not received appropriate support, we will promote the use of Community Triggers to offer collaborative multi-agency solutions.

Working in partnership, we will share information to maximise the impact we can have within communities, ensuring victims are at the heart of all we do.

Panel backs PCC's plan to increase police strength by more than 300

loucestershire's Police and Crime Panel unanimously backed Police and Crime Commissioner (PCC) Chris Nelson's plans for an increase in council tax to help pay for more police.

The decision, taken in February, added £15 to this year's council tax bill for an average band D householder and raised an extra £5.8m.

64% of households in the County are in Bands A-C for Council Tax purposes, so the majority will actually pay less than the £15.00 extra.

Spread across the current financial year, a £15 rise works out at less than 30p per week, and at 5.4% was just half the prevailing rate of inflation. But, the PCC told panel members, it would enable the Chief Constable to recruit more officers, police staff and equipment.

Mr. Nelson said, "Planning this budget has been a challenge in the current financial climate and I am grateful for the police and crime panel's endorsement. Providing the Chief Constable with the resources he needs is one of my biggest responsibilities, and the main reason I recommended an increase in council tax for a Band D property of £15 this year.

"This rise will help fund over 300 more officers and police staff, and throughout the year I will continue to review every opportunity to work with the Chief Constable to increase officer numbers further by assessing the efficiency of every process undertaken throughout the organisation.



"However, our goal is to seek out efficiencies wherever we can find them, and identify new sources of funding, in order to make the Constabulary the biggest and most effective it has ever been".

The cost of policing in Gloucestershire is split almost equally between the Government and local tax payers, with 51% of its funding coming through central taxation and 49% through council tax.

When the PCC's office conducted a survey asking the public for its perception of crime in their communities, while most people said they felt safe or very safe, the majority of those who responded said the police were under-funded. Many wanted to see more spent on recruiting extra officers, improving the criminal justice system, attending, solving and fighting

Safe Space scheme comes to **Gloucester**

It started in Stroud in response to concerns following a number of misogynistic incidents. In February, the 'Safe Space Scheme' was launched in Gloucester

The aim is to provide safe and secure places for women to go to if they are being followed or feel under threat in any way.

Chrissy Lowery, who worked with Gloucester City Safe to expand the Safe Space scheme into Gloucester, said: "Businesses signing up to the scheme will support anyone who feels threatened, scared or at risk as they can walk into any of the premises which display a Safe Space sticker. You then tell a member of staff that you need a safe space.

"Once inside, you will be supported by a member of the scheme who will provide you with a safe and discrete way to reach police, friends, family and other resources you may need".

Chief Superintendent Jane Probert, Head of Local Policing and force lead for Violence and Intimidation **Against Women and Girls** welcomed the partnership's initiative that will make more safe spaces available and accessible to support those in need, creating safer communities for all.



Working together for a safer Gloucestershire

Preventing crime and keeping people safe are the aims of **Chris Nelson's Police and Crime** Prevention Plan. The plan's priorities (at a glance) are:

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



Click here to find out more about these priorities and read the **Police and Crime Prevention Plan...**

"Custody services are getting better, but can still improve" says inspector

loucestershire Constabulary has improved its custody services, although more could be done to keep prisoners safe, according to a report in June.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and Her Majesty's Inspectorate of Prisons (HMIP) found that Gloucestershire Constabulary prioritises diverting children and vulnerable people away from custody, and custody staff speak courteously and respectfully with detainees.

However, HMICFRS and HMIP said they had three main causes of concern about Gloucestershire Constabulary's custody services, mainly around its lack of oversight and governance.

The causes of concern were:

- information showing how often and what force is used, and by which officers, is often inaccurate and sometimes missing. The force cannot show that when force is used it is necessary, justified and proportionate;
- poor recording on custody records makes it difficult to assess how well the force treats detainees and what has happened to them while in custody; and
- meeting legal requirements for the detention, treatment and questioning of people, particularly in terms of providing detainees with their rights and entitlements

The inspectorates have therefore made recommendations for Gloucestershire Constabulary to



address these concerns, while also highlighting other areas for improvement.

Her Majesty's Inspector of Constabulary, Wendy Williams, said: "Anyone detained in custody should be treated fairly and kept safe from harm. Gloucestershire Constabulary has made some improvements since our last inspection in 2015, particularly in how it treats children and vulnerable detainees.

"Frontline officers we spoke to have a good understanding of vulnerability and take this into account when deciding whether to arrest a person. They divert children from custody as much as possible and understand their safeguarding duties. Custody staff approach detainees with respect.

"However, the force needs to improve its oversight and governance for its custody processes, particularly around recording details on the use of force and keeping custody records updated".

Now the PM backs PCCs' call for tougher sanctions on Fly-tipping

ougher penalties could be on the way for so-called 'fly tippers' who randomly dump rubbish on roadsides and in the country.

It follows calls from local Police and Crime Commissioners (PCCs) for criminals, not taxpayers, to be made to pay to clean up the mess.

In February, Gloucestershire PCC Chris Nelson, along with the PCCs for Avon and Somerset, Dorset, Wiltshire, Devon and Cornwall, wrote to then Secretary of State for Environment, Food, and Rural Affairs, Therese Coffey, calling for tougher sanctions to tackle the 'growing menace' of fly-tipping.

They identified five proposals they believe would reduce fly-tipping. These included increasing the maximum fixed penalty notices



for small scale offences to £1,000 and imposing a minimum fine of £50,000 for repeat, large scale offenders.

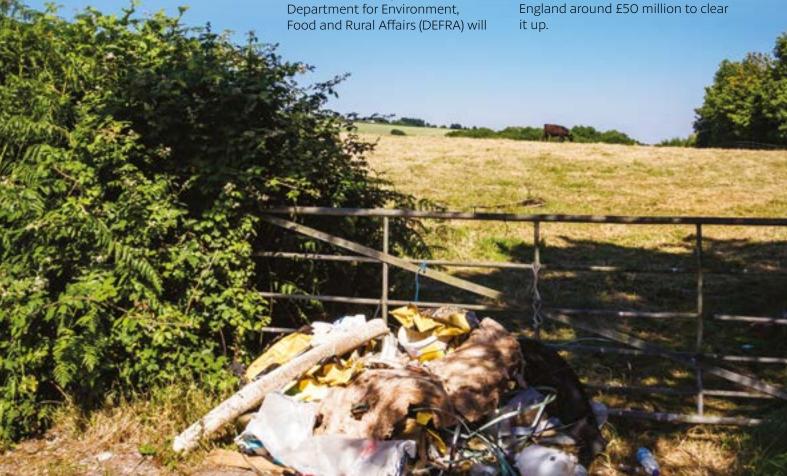
The letter stated that whilst the group welcomed measures such as digital waste tracking, fixed penalty notices and the increased use of CCTV in fly-tipping hot spots, more needed to be done to deter fly-tipping which they described as 'the anti-social behaviour of the countryside'.

In response, Environment Minster Rebecca Pow has promised the Department for Environment, consider their concerns and 'Explore the effectiveness of the different enforcement options available to local authorities, including fixed penalties, and the barriers they face in using them'.

It coincided with an announcement by the Prime Minister Rishi Sunak in March of a new crackdown on antisocial behaviour (ASB) in which perpetrators will face swift and visible justice, increased fines, and enhanced drug testing.

Mr. Nelson said, "This is a step in the right direction, and I hope that DEFRA will look closely at our suggestions. In Gloucestershire, as in other parts of the region we represent, fly-tipping is getting worse in the county generally and, in particular, in the Cotswolds".

The estimated cost of fly-tipping on private land is put at £150 million a year, and costs local authorities in England around £50 million to clear it up.







Where Gloucestershire has lead, others have followed with five more police forces either supporting, or expressing their support for the process known as 'Doggy DNA'.

Gloucestershire Constabulary was the first police force globally to turn to forensic science in an attempt to deter dog theft. In the last twelve months, Wiltshire, Avon and Somerset and the Police Service of Northern Ireland have signed-up to DNA Protected, a database which is available for dog owners across the country. Surrey and Dyfed Powys were scheduled to follow suit with forces in Hampshire and elsewhere also in discussion.

The scheme uses a DNA marker system that has been developed for forensic analysis to help investigate criminal cases involving the theft of dogs. Storing a dog's DNA profile on a forensic dog DNA database, created by the court-approved testing laboratory Cellmark, makes it easily accessible to Police forces and could help ensure a dog's safe return if lost or stolen.

David Hartshorne, Managing Director of Cellmark Forensic Services, which has been at the forefront of forensic DNA profiling for over 30 years, said: "We developed the DNA Protected service to assist with crime prevention and to help the police return stolen or lost dogs to their owners.

"Our forensic DNA tools have been used for many years to identify people and investigate crime and it's great they're now being used to help combat dog theft, not only in Gloucestershire but all over the UK".

Protecting your pooch might sound like a slogan, but there is no doubt of the urgency after the trade in stolen dogs prompted a new crime wave and made headlines around the world.

Chief Inspector Emma MacDonald said, "As a force we are committed to doing all that we can to prevent dog thefts from happening. All it takes is a simple swab inside the dog's mouth to get its unique genetic information registered on the DNA database and provide proof of identity if and when required".

Click here to find out more about how to get your dog protected



The next time you go to the loo in a public building, you could learn an important lesson about domestic abuse.

Posters now on display in toilets in pubs, clubs, restaurants, waiting rooms, coffee shops and workplaces are challenging common misunderstandings around violence in the home.

It is part of a countywide campaign launched by the Gloucestershire Domestic Abuse Support Service (GDASS) that calls out one of the crime's biggest misconceptions — why don't victims just leave?

As part of the campaign, the Office of the Police and Crime Commissioner for Gloucestershire (OPCC) created a survey to gain a clearer insight into the lives of those who might otherwise suffer in silence.

Tessa Davies, GDASS Manager said, "Outdated stereotypes, misunderstandings and untruths have helped create powerful myths about domestic abuse. These myths aren't just unhelpful they are dangerous as they could delay or even prevent someone from reaching out for help.

"The aims of our 'Flushing away the myths' campaign are to help dispel misconceptions about domestic abuse and let people know where they can find advice and support".

The locations were chosen because for someone experiencing domestic abuse, going to the toilet might be one of the few times they can check their phone without being monitored. The posters also explain some of the complex reasons why people stay in abusive relationships and contain a QR code which links to information and support on the GDASS website.

The OPCC's Domestic Abuse and Sexual Violence Co-Ordinator, Sophie Jarrett, said: "Overall, we recognise that people who use the services are not necessarily representative of the range of people who might be suffering, and so not know where to go for help.

"Hopefully, the information we gather will also help the police and their partner organisations improve accessibility and break down barriers that will lead to people suffering domestic abuse receiving the support they need to break the cycle".

GDASS provides support to women and men aged 16+ who are victims of domestic abuse. It is run by housing and care provider GreenSquareAccord and is commissioned by Gloucestershire County Council, with support from the county's Office of the Police and Crime Commissioner.

Semen, blood and fingerprints under spotlight with new crime-scene tech

loucestershire **Constabulary's forensics** team is the first in the South West to own a ground-breaking piece of technology which will allow investigators to secure better evidence from crime scenes in the county.

The new Crime-lite® AUTO is described as a 'forensic imaging technology, combined with powerful multi-spectral illumination', which, in basic terms means local forensics teams can now use just one portable unit to search, detect and capture evidence on site. Previously, teams would need to use multiple light sources and cameras to complete this job, with some evidence types undetectable without access to this new technology.

Costing around £22,000, the kit was made available to the Force following a bid by the OPCC to the Home Office Safer Streets Fund and was secured with the intention of helping to tackle male violence against women and girls in the county - one of the Police and



Crime Commissioner's six policing priorities.

Chris Allen, Head of Forensic Services at Gloucestershire Constabulary, said: "In a modern, complex crime scene, having access to the latest and best technology not only saves processing time but produces better results and increases the ability to bring offenders to justice.

"This new equipment is at the leading edge of enhanced search systems available to the police and will undoubtedly be put to great use by Gloucestershire's forensic investigators."

The high-tech kit is made by Evesham-based Company – Foster and Freeman, and has been featured on the BBC programme Silent Witness for its ability to reveal evidence and bodily fluids; detect blood on dark fabrics; locate fingerprints, gunshot residue and traces of physical evidence; and take high-quality images of the evidence on site.

Gloucestershire's Police and Crime Commissioner, Chris Nelson said: "Part of my role is to ensure the Constabulary has the resources it needs to work effectively.

"New technology has often been off-limits due to its price, but our successful bid to the Home Office Safer Streets Fund has meant that this state-of-the-art equipment will benefit investigating teams in Gloucestershire for years to come. In particular, it will make it easier to collect evidence at rape scenes, helping to bring offenders to justice."

Click here to watch how the **Crime-lite® AUTO forensics** device works

PCC praise for police swoop which nets guns and stolen items worth thousands

An armed police raid on a site on the outskirts of Gloucester netted goods and stolen items worth thousands of pounds.

Items recovered included a stolen vehicle, three high value electric bikes, electrical equipment and 300 bottles of champagne.

Animal welfare officers from the RSPCA and Stroud District Council were called-in after 11 dogs were

also found, some thought to be stolen.

Police and Crime Commissioner (PCC) Chris Nelson said, "We do not see many operations of this size and complexity within Gloucestershire.

"It was very reassuring to see the range of capabilities on hand and impressive to watch the Constabulary in action".



Good Morning Vietnam! - speeders log-in from all around the world

businessman from London, joined a speed awareness course in Gloucestershire when he was more than 6,000 miles away in Vietnam.

Because of the time difference, it meant that instead of starting around 13.15 like everyone else in the UK, he had to log-on at 20.15

Gloucestershire Constabulary's Criminal Justice Department, Non Crime Unit which manages classes on behalf of the Office of the Police and Crime Commissioner, said: "Speed awareness courses are designed to change drivers' behaviour, so it was good to see this gentleman taking it seriously and finding the time to attend, even in his busy schedule.

"People have taken part from Spain France, even India when they've been on holiday and that's fine. They can link-up from anywhere and into any location in the UK, but no-one has logged onto a class in Gloucestershire from as far away as Vietnam before.

"But it's not a punishment, it's education. And research carried-out by the National Drivers Offending Retraining Scheme (NDORS) shows these classes do have a positive effect".

National speed awareness courses are designed to cover most low level 'moving' traffic offences. The scheme is operated by NDORS on behalf of police services who outline the types of offender and the offences. Classes moved online during the pandemic and have remained a popular and effective alternative to class based sessions.

Last year, around 32,000 motorists qualified for a speed awareness course run by NDORS tutors in

Gloucestershire. This year that figure is expected to rise to around 38,000.

One of the reasons could be because at £85 per head, Gloucestershire courses are among the cheapest in the UK. Next year, that will go up to £87 to cover increased costs but will still be among the least expensive compared with the current average, which is £91 per course and the current highest £95, charged by Hampshire and Humberside.

Chris Nelson said, "People are mistaken if they think we make money out of catching speeders. The only reason we have had to make a slight increase is because the cost of the course is going up, but our charges in Gloucestershire remain among the lowest. It's probably why people are prepared to log-in wherever they are in the world!"



You've passed - Constabulary's first graduates are a class act

loucestershire Constabulary's first group of students on the Degree **Holder Entry Programme (DHEP)** graduated from the University of **South Wales in February.**

The inaugural class of '23 included 18 scholars who successfully completed the 26-week course, which launched in July 2020.

Those who were successful also completed a minimum of ten weeks tutorship with the Tutor Assessment Unit before starting their duties on the front line as regular police officers.

Police and Crime Commissioner Chris Nelson, who took part in the graduation ceremony, said: "There are some who are concerned that the graduate programme might stop those who are not academically gifted from entering the police. But, as crime becomes more widespread and complex, policing methods must also keep pace.

"I hope these new officers are the first of many, and that they have long, successful and rewarding careers within the police".



Chief Constable Rod Hansen said, "My congratulations to all our graduates and I wish them every success in their future career.

"The degree holder entry programme gives trainees a comprehensive grounding in all areas of policing but also an opportunity to focus on a specialist area like roads or response policing, investigation or intelligence.

"This prepares our new recruits in the best way possible to meet the many challenges of modern day policing and I have every confidence they will be magnificent in keeping our communities safe from harm."

Head of Gloucestershire Constabulary's Learning and People Development, Ruth Frett said: "This was our first group on the new degree entry programme to go through the Sabrina Centre, just after it was opened, and they have come through the training with flying colours.

"Their passion for policing has never wavered and their commitment to the core principles of policing remains high. I am proud of each and every one of them and have no doubt that they will make a difference to the communities of Gloucestershire whom we serve"

New crime fighting teams make early impression

rugs worth thousands of pounds on the street have been seized and some of the county's most prolific criminals rounded-up and taken into custody since the launch of Operation Vanguard.

Vanguard teams carried out raids in all the county's six districts. In one operation, a man suspected of carrying-out a knife attack in Cheltenham, was traced and arrested in Torquay.

Among the early results:

- two men arrested and charged in connection with an overnight ram raid in Lydney in the Forest of Dean
- a large amount of stolen property in the process of being sold, recovered at a lock-up in Newent and a man arrested
- a man arrested in connection with a spate of burglaries in Matson
- a Cheltenham man wanted for six months in connection with stealing a car and running over a pedestrian, arrested, charged and convicted

Councils taking 'Solace' in new approach to tackling anti-social behaviour

otswold and Forest of **Dean District Councils** joined specialist anti-social behaviour initiative, Solace in 2023 with Stroud and Tewkesbury **Borough Council signing-up later** in the year.

Solace takes a multi-agency approach to solving Anti Social Behaviour (ASB) issues, bringing together a team of dedicated PCSOs, Police Officers and council case officers, who work in partnership with communities to highlight and resolve incidents of high and medium level ASB as well as repeat incidents.

The rollout of the scheme has been funded with money secured by the PCC's office through the Home Office Safer Streets Fund.

Deputy Police and Crime Commissioner, Nick Evans, who also chairs the Safer Gloucestershire board, said, "Every incident of Antisocial behaviour (ASB) has a victim

attached, and repeat incidents in particular can have a devastating effect on their quality of life. It is raised time and time again when we meet residents and that's why tackling ASB is a key priority of our Police and Crime Prevention Plan."

"The work of Solace is truly groundbreaking and I'm thrilled that more residents across the County will now benefit from this specialist support. Backed up by our new ASB pledge, we're revolutionising how we tackle this problem in Gloucestershire, delivering on our promises."

The partnership has been strengthened by the Safer Gloucestershire Anti-social behaviour pledge which puts victims of ASB first, and makes sure that reporting incidents to councils, housing associations and the police is made as easy as possible.

The Safer Gloucestershire Antisocial behaviour pledge commits to putting victims first, making it easier to report incidents and commits to early intervention to prevent issues from escalating, in line with the Commissioner's public health approach to crime prevention. It commits partners to share intelligence and promote working together to make Gloucestershire safer.

Urban team leader Katie Mellon said, "Solace's unique formation of officers, coupled with their extensive experience and knowledge around anti-social behaviour and criminality, provides an almost 'gold dust' service.

"The measurement of our success in is not just defined by formal enforcement measures but is represented in our swift intervention and resolution, sometimes without the requirement for legal remedies. We're extremely excited to explore how we can expand Solace's positive work further in the future."

- a kilo of cocaine, seized following a warrant at an address in Cheltenham and three men charged with supply of class A drugs
- £125,000 of cannabis, recovered in Tewkesbury prompting further investigations into the gang behind
- · a suspected, prolific thief in Stroud, arrested and charged with six offences
- · five people arrested and after pleading guilty to possession with intent to supply class A drugs in Stroud, resulting in the recovery of between £1000 and £5000 in cocaine each time
- two people arrested, charged and convicted at court following the theft of a large amount of high value chewing gum from a lorry in Cheltenham, and
- a man, suspected of carrying out a knife attack in Cheltenham, traced and arrested in Torquay.

For Operation Vanguard, Gloucestershire is divided into three policing areas comprising Gloucester and the Forest of Dean; Cotswolds and Stroud; Cheltenham and Tewkesbury. Officers skilled in complex drugs and burglary investigations are supporting local policing teams to solve more of the crimes impacting local communities.



By Sarah Mashiter, Senior Analyst

he Senior Analyst roles work to support the OPCC in key areas such as commissioning and partnership working. Supporting the development and management of the Police & Crime **Prevention Plan performance** framework as well as core functions of the OPCC including holding to account and supporting overall strategic development.

Over the past year, I have been working alongside the Local Criminal Justice Board (LCJB) Co-Ordinator to create the LCJB performance framework. This framework monitors performance across the county to inform discussion at the tri-monthly boards. Another larger project has been the Safer Gloucestershire Strategic Assessment, working alongside the Safer Gloucestershire Co-Ordinator to highlight significant threats and issues that affect community safety. The assessment was shared with Community Safety

Partnerships in order for them to create their area specific plans. Throughout the year there have been bids written as an office, which I have supported with data including the Safer Streets and DA Perpetrator funding bids. This included compiling data on volumes of persons who would benefit from funding opportunities, identifying problem areas and hotspot mapping.

A current ongoing piece of work is the Strategic Outcomes Framework for Combatting Drugs Partnership, this has been compiled working alongside a colleague in Gloucestershire County Council. This framework will continue to assist with the partnership meetings to understand Gloucestershire's progress against the National Combating Drugs Outcomes Framework.

Regular activities across the year have included attending Constabulary performance meetings to assist in the link between OPCC and Constabulary. Other regular activities include day to day reviewing of performance data to understand the current picture of the Constabulary, comparing against similar forces and the national levels. This includes, but is not limited, to Constabulary performance data, national crime and incident performance data, national 999 league tables and HMIC Value for Money profiles.

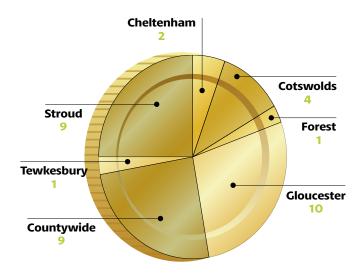
A large element of the role is supporting the DPCC and wider office with acquiring and understanding data. This is often in the form of ad hoc data requests across a multitude of areas including providing briefs on levels of particular crime and incident types, briefs on particular geographic areas in the county, Stop and Search volumes and human resource levels.

The Commissioning Team

COMMISSIONER'S FUND

For the 2022/23 Commissioner's Fund, projects had to support at least one of the Police and Crime Prevention Plan priorities and be delivered within Gloucestershire. The maximum grant award per bid was £5,000 and the fund was open for two years funding. In total, 35 projects received funding in 2022/23 totalling approximately £101,798. Of those, 28 projects were approved for the second year of funding in 2023/24 totalling approximately £86,766. Projects funded by area for 2022/23 is broken down below:

(NB: some projects deliver over multiple districts):



For 2023/24, Chris Nelson wanted to focus on projects that deliver early intervention, prevention and diversionary activities within the county and again the maximum grant award per bid was £5,000. This round of funding was for one year only due to the Commissioner not wanting to commit funding beyond his term of office. Through the 2023/24 funding round, 19 projects were approved totalling approximately £80,000, all of them starting on 1st April 2023.

MINISTRY OF JUSTICE (MOJ) FUNDING

The OPCC has a statutory responsibility to commission local victim services and receives an annual grant from the MoJ to contribute towards these services. Victim Support deliver the core victim service in Gloucestershire and the OPCC also commissions and co-commissions other victim support services locally.

In addition to the annual grant, the OPCC has also been successful with other funding streams from the MoJ since 2020, which predominantly go towards Domestic Abuse (DA) and Sexual Violence (SV) or Independent Sexual Violence Advisors (ISVA) and Independent Domestic Violence Advisors (IDVA). In 2022/23 the OPCC was successful with £312,672.53 towards the MoJ Multiyear funding.

With the annual grant and other additional funding combined, Gloucestershire OPCC received £1,343,073.53 from the MoJ. A breakdown of what additional funding has been secured can be seen below:

- Ministry of Justice ISVA/IDVA fund 2022/23: £71,365 p.a. until March 2025
- Ministry of Justice DA/SV Fund 2022/23: £241,307.53 p.a. until March 2025
- Ministry of Justice IDVA/ISVA Extension 2021/22: **£226,461 p.a.** until March 2025
- Ministry of Justice ISVA Extension 2020/21: £64,294 p.a. until March 2025

A list of providers that have been successful with funding through the Ministry of Justice, as listed above, are; Gloucestershire Rape and Sexual Abuse Centre (GRASAC), Gloucestershire Domestic Abuse Support Service (GDASS), Teens In Crisis (TIC+), Gloucestershire Counselling Service, FearLess, Victim Support, Nelson Trust, Stroud Beresford and the Nelson Trust.

HOME OFFICE DOMESTIC ABUSE PERPETRATOR FUNDING

The OPCC bid for the Home Office Domestic Abuse Perpetrator funding in February 2022. The aim of this fund is to increase availability of interventions for perpetrators of domestic abuse, with the aim of reducing reoffending and protecting victims, survivors and their children. As a result of their submission, the OPCC has recently been informed that its bid was successful and will receive the first year of funding in 2023/24. The funding is for two years and, in total, Gloucestershire will receive £954,922.50 (including match funding) towards Domestic Abuse Perpetrators.



Domestic Abuse and Sexual Violence (DASV) Consultation Officer

By Danielle Kilkenny

he OPCC created the DASV **Consultation Officer role** to gather and consider the views and feedback of victims/ survivors, their children and the wider community in the context of domestic abuse and sexual violence across the county.

Engagement activity will support and inform the development of local strategies, decision making and practice. It involves reaching out to a wide and diverse range of stakeholders to gain a better understanding of both domestic abuse and sexual violence, as well as the priorities, concerns, issues and views of the stakeholders on the current service offers, gaps and future developments.

It is imperative that those with a lived experience of domestic abuse and sexual violence are heard and listened to. The insight gained must be representative of a broad and diverse range of communities across Gloucestershire, including those from protected characteristics groups. We want victims and survivors to be heard.

A consultation plan has been written that details the objectives required to meet each action set out for the role as part of the Domestic Abuse Delivery Plan 2021-24. Terms of reference for the consultation and engagement work have been created to outline, and give context for, the planned work.



Consultations completed to date:

September 2022 - Moving on pathways for Places of **Safety.** This provided a great deal of learning to inform future consultation activity.

December 2022-January 2023 -**Domestic Abuse training survey.**

This has been analysed and will now inform the county's domestic abuse training pathway.

February 2023 - Created a survey to capture insight from underrepresented communities' experiences of accessing domestic abuse services to promote during the GDASS Flushing Away Myths campaigns.

Time has been invested in making links and attending partnership meetings with local services and

communities from different sectors across the county in readiness to launch the DASV Consultation Network in April 2023. This has included attending a range of different meetings across the county including Know Your Patches, LGBTQ+ Partnership, Forest of Dean DASV forum, Community Safety Partnerships and Integrated Learning Partnership along with starting to build relationships with different community groups and local charities.

A golden thread of the role is sharing learning, suggestions and ideas from consultation and engagement activity at Gloucestershire's Domestic Abuse and Sexual Violence Local Partnership Boards to be representative of lived experience and ensure authentic voice.



The 'Life of a file'

By Gloucestershire Criminal Justice Board Co-ordinator - Victoria Bishop

ince starting in July 2022, as criminal justice board co-ordinator I have worked with board members to process-map all working groups that feed into the criminal justice board, refresh delivery objectives, develop a performance framework, write a communications plan for the board and have developed my knowledge of the criminal justice system in Gloucestershire and beyond, by attending a number of national and local meetings and other criminal justice boards.

The work we have done thus far with Gloucestershire's performance framework, supported by the Ministry of Justice (MOJ), was noticed by the MOJ permanent secretary resulting in a letter praising Gloucestershire's good work. The Gloucestershire Criminal Justice Board has sat 3 times since I have started, with the most recent focusing on Violence Against Women and Girls. This quarter, following-on from the board, I have begun to develop an updated criminal justice board webpage, a comprehensive data sharing agreement, and started conversations to regionalise the use of nationally provided MOJ data and ensure it is more up to date.

Over the year I have attended many national conferences, including the National Police Chiefs' Council Criminal Justice Conference in November 2022, a conference on Transforming Criminal Justice through Diversion in January 2023. More recently, I have attended a conference put on by the MOJ about criminal justice boards, another on non-custodial health services and finally I attended HMP Peterborough for a conference on restorative justice, both with a view to developing our reducing

reoffending objectives. In addition to conferences, I have been working more closely with HMPPS colleagues to understand what impacts the reducing reoffending board can make over the next year, specifically focusing on accommodation, employment, restorative justice and substance misuse. I have also attended a number of meetings with the MOJ regarding the progress on the Victims and Prisoners bill, understanding how this will impact local policy.

Alongside managing the criminal justice board, meetings and conference attendance, since January, I have concentrated on a project following the average 'Life of a file' (hypothetically). The project is an introductory review of Gloucestershire criminal justice processes regarding files that has meant a focus on file quality and file timeliness. To complete this work, I have conducted interviews and focus groups with members of staff and officers across the constabulary, and the next step is interview CPS and Defence colleagues. After this, I will be presenting the findings to senior colleagues in June and July. This work should inform our delivery objectives and serve as a means to identify any issues across the system, or areas of good practise.

Finally, I have tried to share more about the criminal justice system, and my role, with OPCC and constabulary colleagues, presenting to the team and also to PCSO's. I have also facilitated a number of court visits for OPCC staff so they can understand more about court processes and see how they might impact their role. It is important that everyone in policing understands more about the criminal justice system as a whole and not just the part they work in.



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

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