The Thames Valley

Police & Crime Plan
Summary for the Thames Valley 2017 – 2021

Berkshire, Buckinghamshire and Oxfordshire

Strategic Priorities 2017-21

Reducing Crime, Preventing Harm

Police Ethics and Reform

Support for Victims

Police and Crime Plan

Strategic Priorities 2017-21

Police Officers

Police Staff

2,200

Square Miles

2.3 Million Population

3886.5 Police Officers

424 PCSOs

486 Special Constables

523 Police Volunteers

2604.5 Police Staff

Police Ethics and Reform

Serious Organised Crime and Terrorism

Reducing Re-offending

Prevention and Early Intervention

Vulnerability

Exploitation of Vulnerable People

Prevent Violent Extremism

"Dare to Share"

Public Awareness

Road Safety

Cybercrime

Support for Victims

Uptake of Technology

Interacting with Young People

Managing Demand

Gangs and Knife Crime

Domestic Violence

Perpetrators

Substance Abuse

Offender Management

Mental Health

Criminal Justice Experience

Reducing Crime, Preventing Harm

Strategic Priorities 2017-21

Finance

What is the money spent on?

Office of the Police and Crime Commissioner

Net Cost

£392.6m

22.9%

Police Staff

20.8%

Running Expenses

50.9%

Police Officers

0.3%

Office of the PCC

£21.5m

Annual Savings Required by 2020

Funded by

40% Council Tax

60% Government Grants

Figures for 2017/18

£88m

Annual Savings Made Since 2011

Finance

Savings

Funding

£392.6m

Savings

£21.5m

Funding

£392.6m

Demand on Policing

A Total of 1,277,436 Calls for Service in 2015/16

1 Fear for Welfare Call Every 14 Minutes

Only 20% of Calls are Crime Related

1 Report of Domestic Abuse Every 11 Minutes

Finance

Savings

Funding

Office of the Police and Crime Commissioner

The Farmhouse, Force Headquarters

Oxford Road, Kidlington, Oxon, OX5 2NX.

thamesvalley-pcc.gov.uk

01865 541957

pcc@thamesvalley.pnn.police.uk

@TV_PCC

Victims First

Victims of Crime can get support and information by visiting:

victims-first.org.uk

@victimsfirstTV

If you would like this publication in any other format please email: pcc@thamesvalley.pnn.police.uk

Designed by Corporate Communications CC5089. © OPCC 2017.
<table>
<thead>
<tr>
<th>Section</th>
<th>Key aims</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>VULNERABILITY:</strong> Managing demand on services through working together</td>
</tr>
<tr>
<td>Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to referral pathways into appropriate support agencies, and improved access to mental health care for those in contact with the criminal justice system.</td>
<td></td>
</tr>
<tr>
<td>Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td><strong>PREVENTION AND EARLY INTERVENTION:</strong> Improving safeguarding in physical and virtual space</td>
</tr>
<tr>
<td>Improved police awareness and robust prosecution of those practising ‘more hidden’ forms of abuse, including coercive control, stalking, harassment, honour based abuse (HBA) and forced marriage.</td>
<td></td>
</tr>
<tr>
<td>Improvements in criminal justice experience and outcomes for victims of domestic and sexual abuse.</td>
<td></td>
</tr>
<tr>
<td>Ongoing assessment by police of the benefits arising from Multi-Agency Safeguarding Hubs (MASHs), including the current arrangement of 9 MASHs serving Thames Valley.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td><strong>REDUCING RE-OFFENDING:</strong> Targeting and managing harm and risk</td>
</tr>
<tr>
<td>Improved reporting and understanding of the prevalence and nature of hate crime across Thames Valley.</td>
<td></td>
</tr>
<tr>
<td>Police and partners address road safety concerns, especially amongst younger people, cyclists and pedestrians.</td>
<td></td>
</tr>
<tr>
<td>Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.</td>
<td></td>
</tr>
<tr>
<td>A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.</td>
<td></td>
</tr>
<tr>
<td>A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.</td>
<td></td>
</tr>
<tr>
<td>Identification and implementation of best practice in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td><strong>SERIOUS ORGANISED CRIME AND TERRORISM:</strong> Improving the local response</td>
</tr>
<tr>
<td>Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.</td>
<td></td>
</tr>
<tr>
<td>A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.</td>
<td></td>
</tr>
<tr>
<td>Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.</td>
<td></td>
</tr>
<tr>
<td>Clarification of processes for referring on issues that sit best with other authorities.</td>
<td></td>
</tr>
<tr>
<td>A coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.</td>
<td></td>
</tr>
<tr>
<td>Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.</td>
<td></td>
</tr>
<tr>
<td>A ‘dare to share’ culture across all agencies, public or private, voluntary or community, who deal with vulnerable young people and adults.</td>
<td></td>
</tr>
<tr>
<td>Coordinated public awareness initiatives and campaigns by police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td><strong>POLICE ETHICS AND REFORM:</strong> Increasing the pace of change</td>
</tr>
<tr>
<td>Improved routes into services from police and other agencies for victims and witnesses who require support.</td>
<td></td>
</tr>
<tr>
<td>Encourage accelerated up-take of new technology in order to prevent, reduce and detect crime.</td>
<td></td>
</tr>
<tr>
<td>Development of strategies to improve perceptions of police among young people.</td>
<td></td>
</tr>
<tr>
<td>Key aims:</td>
<td></td>
</tr>
<tr>
<td><strong>Police and Crime Plan</strong></td>
<td></td>
</tr>
<tr>
<td>The Police and Crime Plan outlines my strategic priorities and aims for the Thames Valley through to 2021.</td>
<td></td>
</tr>
<tr>
<td>I have kept my strategic priority areas deliberately broad to allow all organisations to address concerns in different ways, responding to local need and relative priorities.</td>
<td></td>
</tr>
<tr>
<td>I will closely monitor the progress of Thames Valley Police, key partners and commissioned services to ensure that they are delivering against the strategic priorities identified in this Plan. The Plan will be reviewed annually and, if required will be up-dated if there are any new or emerging issues that need to be addressed.</td>
<td></td>
</tr>
</tbody>
</table>
The Thames Valley

Thames Valley has

- 3886.5 Police Officers
- 424 PCSOs
- 486 Special Constables
- 523 Police Volunteers
- 2604.5 Police Staff

2,200 Square Miles
2.3 Million Population

Demand on policing

- A total of 1,277,436 calls for service in 2015/16
- 1 fear for welfare call every 14 minutes
- Only 20% of calls are crime related
- 1 report of domestic abuse every 11 minutes
- 1 in 5 calls are crime related

Finance

What is the money spent on?

- Police Staff 22.9%
- Police Volunteers 20.8%
- Police Officers 50.9%
- Police Staff 0.6%

Savings

- £88m annual savings made since 2011
- £21.5m annual savings required by 2020

Funding

- £392.6m
- 40% council tax
- 60% government grants

Office of the Police and Crime Commissioner

The Farmhouse, Force Headquarters
Oxford Road, Kidlington, Oxon, OX5 2NX.

- thamesvalley.pcc.gov.uk
- 01865 541657
- pcc@thamesvalley.pnn.police.uk
- @TV_PCC

Victims First

Victims of crime can get support and information by visiting:

- victimsfirst.org.uk
- @victimsfirstTV

If you would like this publication in any other format please email: pcc@thamesvalley.pnn.police.uk

Designed by Corporate Communications CC5089. © OPCC 2017.
Key aims:

- Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to referral pathways into appropriate support agencies, and improved access to mental health care for those in contact with the criminal justice system.

- Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.

- Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.

- Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.

- Improved police awareness and robust prosecution of those practising ‘more hidden’ forms of abuse, including coercive control, stalking, harassment, honour based abuse (HBA) and forced marriage.

- Improvements in criminal justice experience and outcomes for victims of domestic and sexual abuse.

- Ongoing assessment by police of the benefits arising from Multi-Agency Safeguarding Hubs (MASHs), including the current arrangement of 9 MASHs serving Thames Valley.

Key aims:

- Coordinated efforts by police and partner agencies to improve public awareness of measures to protect themselves from cybercrime, particularly targeting those most at risk (such as those at either end of the age spectrum).

- Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.

- A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.

- Improved reporting and understanding of the prevalence and nature of hate crime across Thames Valley.

- Police and partners address road safety concerns, especially amongst younger people, cyclists and pedestrians.

- Improved use of technology by police, in order to prevent crime and support earlier intervention with known offenders.

Key aims:

- Improved routes into services from police and other agencies for victims and witnesses who require support.

- Encourage accelerated up-take of new technology in order to prevent, reduce and detect crime.

- Development of strategies to improve perceptions of police among young people.

- A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.

- Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.

- A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.

- Identification and implementation of best practice in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators.
**1 VULNERABILITY:**
Managing demand on services through working together

**Key aims:**
- Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to referral pathways into appropriate support agencies, and improved access to mental health care for those in contact with the criminal justice system.
- Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.

**2 PREVENTION AND EARLY INTERVENTION:**
Improving safeguarding in physical and virtual space

**Key aims:**
- Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.
- Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.

**3 REDUCING RE-OFFENDING:**
Targeting and managing harm and risk

**Key aims:**
- Coordinated efforts by police and partner agencies to improve public awareness of measures to protect themselves from cybercrime, particularly targeting those most at risk (such as those at either end of the age spectrum).
- Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.
- A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.

**4 SERIOUS ORGANISED CRIME AND TERRORISM:**
Improving the local response

**Key aims:**
- A ‘dare to share’ culture across all agencies, public or private, voluntary or community, who deal with vulnerable young people and adults.
- Better engagement and information sharing between police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.

**5 POLICE ETHICS AND REFORM:**
Increasing the pace of change

**Key aims:**
- Improved reporting and understanding of the prevalence and nature of hate crime across Thames Valley.
- Police and partners address road safety concerns, especially amongst younger people, cyclists and pedestrians.
- Improved use of technology by police, in order to prevent crime and support earlier intervention with known offenders.

**Police and Crime Plan**
I will closely monitor the progress of Thames Valley Police, key partners and commissioned services to ensure that they are delivering against the strategic priorities identified in this Plan. The Plan will also be reviewed annually and, if required, will be updated if there are any new or emerging issues that need to be addressed.
### 1 VULNERABILITY: Managing demand on services through working together

**Key aims:**
- Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to referral pathways into appropriate support agencies, and improved access to mental health care for those in contact with the criminal justice system.
- Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.

### 2 PREVENTION AND EARLY INTERVENTION: Improving safeguarding in physical and virtual space

**Key aims:**
- Coordinated efforts by police and partner agencies to improve public awareness of measures to protect themselves from cybercrime, particularly targeting those most at risk (such as those at either end of the age spectrum).
- Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.
- A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.

### 3 REDUCING RE-OFFENDING: Targeting and managing harm and risk

**Key aims:**
- A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.
- Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.

### 4 SERIOUS ORGANISED CRIME AND TERRORISM: Improving the local response

**Key aims:**
- Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.
- Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.

### 5 POLICE ETHICS AND REFORM: Increasing the pace of change

**Key aims:**
- A ‘dare to share’ culture across all agencies, public or private, voluntary or community, who deal with vulnerable young people and adults.
- Better engagement and information sharing between police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.

---

**Police and Crime Plan**

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley

The Police and Crime Plan outlines my strategic priorities and aims for the Thames Valley through to 2021.

I have kept my strategic priority areas deliberately broad to allow all organisations to address concerns in different ways, responding to local need and relative priorities.

I will closely monitor the progress of Thames Valley Police, key partners and commissioned services to ensure that they are delivering against the strategic priorities identified in this Plan. The Plan will also be reviewed annually and, if required, will be updated if there are any new or emerging issues that need to be addressed.
1 VULNERABILITY: Managing demand on services through working together

Key aims:
- Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to referral pathways into appropriate support agencies, and improved access to mental health care for those in contact with the criminal justice system.
- Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.
- Improving the local response to violence against women and girls.

2 PREVENTION AND EARLY INTERVENTION: Improving safeguarding in physical and virtual space

Key aims:
- Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.
- Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.
- Improved police awareness and robust prosecution of those practising ‘more hidden’ forms of abuse, including coercive control, stalking, harassment, honour based abuse (HBA) and forced marriage.
- Improvements in criminal justice experience and outcomes for victims of domestic and sexual abuse.
- Ongoing assessment by police of the benefits arising from Multi-Agency Safeguarding Hubs (MASHs), including the current arrangement of 9 MASHs serving Thames Valley.

3 REDUCING RE-OFFENDING: Targeting and managing harm and risk

Key aims:
- Improved reporting and understanding of the prevalence and nature of hate crime across Thames Valley.
- A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.
- Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.
- A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.

4 SERIOUS ORGANISED CRIME AND TERRORISM: Improving the local response

Key aims:
- Coordinated efforts by police and partner agencies to improve public awareness of measures to protect themselves from cybercrime, particularly targeting those most at risk (such as those at either end of the age spectrum).
- Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.
- A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.

5 POLICE ETHICS AND REFORM: Increasing the pace of change

Key aims:
- Improved routes into services from police and other agencies for victims and witnesses who require support.
- Encourage accelerated up-take of new technology in order to prevent, reduce and detect crime.
- Development of strategies to improve perceptions of police among young people.

The Police and Crime Plan outlines my strategic priorities and aims for the Thames Valley through to 2021.

I have kept my strategic priority areas deliberately broad to allow all organisations to address concerns in different ways, responding to local need and relative priorities.
**1. VULNERABILITY:**
Managing demand on services through working together

**Key aims:**
- Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to referral pathways into appropriate support agencies, and
- Improved access to mental health care for those in contact with the criminal justice system.
- Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.

**2. PREVENTION AND EARLY INTERVENTION:**
Improving safeguarding in physical and virtual space

**Key aims:**
- Coordinated efforts by police and partner agencies to improve public awareness of measures to protect themselves from cybercrime, particularly targeting those most at risk (such as those at either end of the age spectrum).
- Increased focus by all agencies on preventing and tackling ‘peer on peer’ abuse.
- A coordinated strategy between police, health and local authorities to tackle Female Genital Mutilation (FGM) in Thames Valley, leading to improved reporting of FGM and evidenced approaches on prevention.

**3. REDUCING RE-OFFENDING:**
Targeting and managing harm and risk

**Key aims:**
- A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.
- Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.
- A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.

**4. SERIOUS ORGANISED CRIME AND TERRORISM:**
Improving the local response

**Key aims:**
- Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.
- Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.

**5. POLICE ETHICS AND REFORM:**
Increasing the pace of change

**Key aims:**
- A ‘dare to share’ culture across all agencies, public or private, voluntary or community, who deal with vulnerable young people and adults.
- Better engagement and information sharing between police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.
- Improved routes into services from police and other agencies for victims and witnesses who require support.
- Clarification of processes for referring on issues that sit best with other authorities.