

Hampshire Police Authority

Annual Report 2006/07

Chair's Foreword

This has been a challenging year during which we have embraced a number of changes to the way policing is delivered to the people of Hampshire and the Isle of Wight.

In the world in which we live, we have to be aware of changes in demands on police, and so investment has gone into fortifying protective services, which includes tackling serious and organised crime, cross-border crime, firearms incidents and terrorism.

Another area of investment has been in the development of neighbourhood policing. A recruitment drive saw police community support officer numbers rise from 26 to 333 across Hampshire and the Isle of Wight. These new PCSOs, together with new sergeant posts, are set to play a vital role in reducing crime and anti-social behaviour in their local areas, making people in the two counties feel safer and more secure.

These areas of investment are reflected in the new structure of operational command units (OCUs), which have now been in place for a year. This has realigned the boundary of the six command units as far as possible to match those of the established Specialist Operations and Crime command units and the crime and disorder reduction partnerships (CDRP).

We have continued to engage with our local communities to ensure that the views of the people we represent are heard and acted upon, and endeavoured to make the best use of resources by working with partnership organisations to deliver an effective and efficient police service for everyone in Hampshire and the Isle of Wight.

Councillor Jacqui Rayment
Chair
Hampshire Police Authority

This document has been equality impact assessed as Low. The document can be viewed in full at:

www.hantspa.org/hpa/hpapublications/equality_impact_assessments.htm.

Please go to page 16 if you require any part of this document in any other language, version or format.

Introduction

Each year, Hampshire Police Authority publishes a local policing plan that sets the strategic direction for Hampshire Constabulary for the forthcoming year.

This Annual Report 2006/07 looks back at the delivery of the Local Policing Plan 2006/07, which was first published in March 2006 and later updated in June 2006. The Police Authority also publishes a strategic plan, which operates on a three-year basis. Alongside these local plans, the Home Office sets national priorities (available via www.homeoffice.gov.uk) for all police forces in England and Wales on a three-year rolling basis. Police authorities and constabularies must take these priorities into account when they agree their local policing plans and strategic objectives.

Hampshire Police Authority also publishes a local policing summary to highlight priorities, performance and policing issues at a local and force-wide level to all residents of Hampshire and the Isle of Wight. These are published in the four county and unitary local authority magazines in summer 2007: Hampshire Now, Flagship (Portsmouth), City View (Southampton) and One Island (Isle of Wight).

Overall crime for 2006/07 rose by 3.2% compared to the previous year. The effects of the implementation of the national crime recording standard are still partly responsible for the apparent increase in crime although there has been a real increase in some violent crime types. Hampshire remains one of the lowest crime areas for household crime compared to its most similar forces and in the national league tables.

The 2006/07 detection rate was 21.6%, an increase from the previous year and marked a substantial improvement in the Constabulary's performance following some significant problems following the introduction of a new computer crime management system in 2005/06. The target for overall detections is to improve beyond 25% and the Constabulary's performance in the latter months of the year has reached 26%, indicating a sustained and steady improvement.

Protective services including tackling serious and organised crime continued to be a priority over the year. An increase in resources in the protective services areas of policing has been implemented with significant increases in staff concerned with managing critical incidents, responding to firearms incidents and strengthening intelligence gathering and analysis.

Hampshire Police Authority Objectives

To ensure policing by consent through effective consultation with the communities of Hampshire and the Isle of Wight

Hampshire Police Authority aims to ensure that the policing priorities for Hampshire reflect the services people want and so results of consultation undertaken in 2006/07 were incorporated into the Local Policing Plan 2007/08: <http://www.hantspa.org/hpa/hpapublications/policingplan.htm>.

Much of the consultation work undertaken by the Police Authority is carried out with partner organisations including the Constabulary and local crime and disorder reduction partnerships (CDRPs) to avoid duplication of efforts.

During the year, consultation and focus group work was undertaken with residents on a number of issues including policing priorities, the police budget, domestic abuse, complaints and highways concerns. These consultation events were held across the two counties with many different groups including young people, disabled people, ethnic minority communities and residents in rural and urban locations.

More information on community engagement can be found on the Authority's website at: <http://www.hantspa.org/hpa/comm-eng.htm>.

A series of stop and search roadshows were held in colleges and other locations across the two counties for people to learn more about how and why police officers use stop and search powers and what they should do if people feel they are being stopped unfairly. Visit <http://www.hantspa.org/hpa/comm-eng/stopnsearch.htm> to find out more.

Hampshire Police Authority carries out its functions with due regard to eliminate unlawful discrimination, promote equality of opportunity and promote good relations between people of different racial groups and this year also saw the publication of the Disability Equality Scheme:

http://www.hantspa.org/hpa/hpapublications/disability_equality_scheme_2006.htm and the Gender Equality Scheme:

<http://www.hantspa.org/hpa/hpapublications/hampshire-police-authority-newpage-2.htm>. The Police Authority's Race Equality Scheme was renewed <http://www.hantspa.org/hpa/hpapublications/hparaceequality.htm>.

To challenge the Constabulary to achieve the top quartile in all 'Most Similar Force'¹ (MSF) indicators

In 2005/06, Hampshire Constabulary reviewed its structure to ensure police officers were more accountable to the communities they served. Police Authority members worked closely with the OCU commanders during the first year of the new structure, which realigned ten basic command units (BCUs) to six new geographically-based OCUs plus two forcewide Specialist Operations and Crime OCUs to ensure that performance and good practice were monitored at a local level.

Police performance is judged by a number of different measures agreed by police authorities, police forces and the Home Office.

Hampshire Police Authority monitors police performance, holds the Constabulary to account for its performance through robust questioning and follows up on any poor performance. The performance measures and scores are published monthly on the Constabulary website, annually by the Home Office and regularly in the Police Authority's Performance Committee papers: <http://www.hantspa.org/hpa/hpapanels/hpapanels-performance.htm>.

¹ Avon and Somerset, Bedfordshire, Essex, Kent, Leicestershire, Northamptonshire and Thames Valley – these are the forces deemed to be most similar to Hampshire Constabulary in terms of population, density, social factors, etc.

This year's policing performance has been varied, with some objectives being met or exceeded and others falling significantly short of the set targets. Targets are set both in terms of actual numbers or percentages and in comparison to other police forces that are most similar to Hampshire in terms of numbers of citizens, crime types and spread of urban and rural areas. Our areas of good to excellent performance include responding to 999 calls, burglary crimes, reduction of road traffic collision serious and fatal injuries, murder and homicide, overall satisfaction of crime victims in the way police have dealt with their case and the various quality of life indicators from the British Crime Survey, particularly the safety of living in the area.

Performance has not been up to our expectations in the areas of detections of crime and reducing crime. There are some complex reasons for this change from the Constabulary's traditional place in the top quartile of forces. Our new computer crime management system introduced in 2005/06 has required changes in the way officers record their work and has taken some time to bed down and combined with the restructuring into fewer operational command units, reduced the capability of monitoring and responding to performance trends for the first part of the year. We are also recording more incidents as crimes and this does affect the overall crime rate and detection rate.

The Police Authority has been rigorous in holding the Constabulary to account for the performance problems and recovery since September 2006 has been steady and sustained. By the end of the year, Hampshire Constabulary was achieving the levels of performance expected of it, but the full year results reflect both the good results of the latter part of the year and the poor performance at the beginning of the year. The Police Authority acknowledges the considerable work undertaken by the Force to recover its position.

Performance information can be found on www.hampshire.police.uk. The Chief Constable's annual report, due to be published in September, will provide further information.

Working in partnership to improve safety for the communities of Hampshire and the Isle of Wight

The Police Authority works with the Local Criminal Justice Board (LCJB) and CDRPs to ensure that performance targets are aligned and reflect local priorities. During 2006/07, Hampshire Police Authority worked with a wide range of partners from the 14 CDRPs in Hampshire and the Isle of Wight.

Hampshire Police Authority is committed to partnership working and the principles of the Crime and Disorder Act 1998. The work of the Crime Prevention Committee contributes significantly by ensuring that the Police Authority does all that it reasonably can to help prevent crime and disorder across Hampshire and the Isle of Wight.

In 2006/07 the Crime Prevention Committee awarded £111,000 in standing grants and £128,500 to local initiatives in the form of discretionary grants.

The initiatives supported were wide-ranging; 74.4% were for projects benefiting young people, 16.3% were for CCTV, shopwatch and other general

security projects and 9.3% were for projects tackling domestic abuse. For every £1 spent by the Committee, partnership agencies provided £6, totalling £848,227.

To find out more about the Committee, read its annual review at: <http://www.hantspa.org/hpa/hpapublications/crimeprevplan.htm>.

Hampshire Police Authority's custody visiting scheme continues to provide a worthwhile check of conditions under which detainees are held and their treatment whilst in custody. The scheme was established in 1986 and provides trained volunteers who make unannounced visits, in accordance with an agreed frequency, to police custody centres within Hampshire and the Isle of Wight.

During 2006/07, 398 visits were made to detainees in custody and no breaches of Code C of the Police and Criminal Evidence Act were reported. The success of a 'self-introduction' procedure in January 2006 has resulted in an increase of 20 per cent in the number of detainees who speak to a custody visitor compared with the previous year.

An annual seminar was held in June 2006 and custody visitors from Surrey and Sussex also attended. Several visitors from Hampshire and the Isle of Wight attended similar events in Surrey and Sussex and so a regional network has developed. Refresher training sessions were carried out in February 2007, which proved to be very popular and will be repeated in the future.

The Police Authority would like thank all the volunteers who gave their spare time for their dedication during the year to ensure the success of this scheme across the two counties. Ten volunteers who had each given 20 years of service to the scheme received certificates from the then Chairman of the Authority at a reception held in November.

Hampshire Constabulary Strategic Priorities

Service delivery priorities

Neighbourhood policing, reassurance and citizen focus

Neighbourhood policing

The 'Safer Neighbourhoods' project has been a key priority for the Constabulary throughout the last year. New neighbourhood areas have been defined and 154 Safer Neighbourhood Teams have been introduced to cover the whole of Hampshire and the Isle of Wight. The Safer Neighbourhood Teams are dedicated, visible, accessible and responsive to their neighbourhoods; their aim is to deliver the four key elements of neighbourhood policing – access, influence, interventions and answers.

Safer Neighbourhood Teams work with local communities and with key partners to reduce crime, reduce concern about crime and address the issues that matter most to local people, creating neighbourhoods that are safe and feel safe.

Safer Neighbourhood Team composition varies according to the needs of the particular neighbourhood and can include police community support officers (PCSOs), Special constables, volunteers and police officers. To support this new way of working, the Constabulary has made a significant investment in additional training and awareness for staff and partners to improve joint working and community information sharing.

Rural policing

Implementation of the rural policing strategy during the 2006/07 continued with a series of initiatives that included countrywatch and farmwatch. These are partnership-based crime reduction schemes that have contributed to the reduction of rural crime and increased reassurance to communities. Crime levels in rural areas were low in comparison to urban communities, and continue to fall.

Rural policing has been focussing on the development of effective Safer Neighbourhood Teams as part of the rural policing strategy. This has increased public reassurance and accessibility to police and partner agencies. Mobile police stations have been used as a main tool in ensuring accessibility of the service to the rural communities.

Accredited community support officers

In the last year Rushmoor Borough Council and Isle Of Wight Council have joined the list of accredited organisations within the Constabulary area. 89 accredited officers now operate across the area using new powers to tackle low level nuisance and anti-social behaviour. Co-ordinators have been introduced for each geographically-based OCU to facilitate the administration of these schemes.

Police community support officers

During the year the Home Office announced changes to the Neighbourhood Policing Fund that reduced the national recruitment target for PCSOs from 24,000 to 16,000. As a consequence the Home Office target for PCSO recruitment in Hampshire Constabulary reduced from 539 to 333 PCSOs. All 333 posts were successfully recruited by the beginning of April 2007. All PCSOs are deployed in Safer Neighbourhood Teams to ensure that they are able to engage with the community, perform high visibility patrols and tackle anti-social behaviour.

Anti-social behaviour

The Constabulary's anti-social behaviour strategy was introduced to develop and implement common approaches across Hampshire and the Isle of Wight. The Strategy has seen the introduction of a staged approach to dealing with offenders, improved partnership working with local authorities, registered social landlords and the Courts. Best practice in dealing with anti-social behaviour continues to be shared across the Safer Neighbourhood Teams by the Constabulary's Community Safety Department.

Particular examples of best practice have been demonstrated by the use of new powers to tackle drug dealing and associated community disruption by

the closure of premises using 'crack house' legislation. Neighbourhoods suffering particular problems with anti-social behaviour have also benefited from the implementation of new 'dispersal' powers. Police have worked with local authorities in establishing areas where groups can be dispersed at the direction of officers on the ground. This has resulted in a significant reduction in anti-social behaviour in many communities across the Constabulary over the 2006/07 period.

Quality of service commitment

In accordance with the national quality of service commitment, the Constabulary attained compliance in November 2006. To reach compliance the Constabulary had to have in place policies to deliver the commitments and communicate the commitments to all staff, trained staff, the necessary people and technology in place to deliver the commitments, and a checking mechanism to ensure that the commitments are being delivered. Having reached compliance, work continues to ensure that the Constabulary not only maintains the standard expected but also improves its services for the residents of Hampshire and the Isle of Wight.

Communication and citizen focus

The introduction of a corporate communication strategy was supported by a communication action plan, which included a number of actions designed to further augment communication both internally and externally. A large number of actions has been completed and closed. Improvements in the area of citizen focus have seen the development and introduction of a community engagement strategy along with supplementary 'how to' guides, designed to support the Safer Neighbourhoods initiative. The strategy will influence the way the Constabulary engages, consults and informs the community.

Accessibility

All Hampshire and Isle of Wight police stations and offices are now accessible to disabled members of the public with the exception of three locations (Ventnor, Yarmouth and Twyford) where the cost to modify is not considered reasonable under the Disability Discrimination Act. The Constabulary continues to make reasonable adjustments as the need arises.

Children and young person plans

The children and young person plans for Hampshire and the Isle of Wight are now in place and Constabulary representation is strong. Section 11 of the Children Act states that the Constabulary 'must make arrangements for ensuring that their functions are discharged having regard to the need to safeguard and promote the welfare of children'. The Constabulary has established a strategic group, which includes members of the Police Authority. This group has overseen developments in youth justice, final warnings and reprimands, engagement activities, protection and safeguarding of children and constant review of the Section 11 commitment.

Equality schemes

In addition to the Race Equality Scheme and Disability Equality Scheme, a Gender Equality Scheme is now in place. All three schemes contain a series of duties designed to improve services to people in Hampshire and the Isle of Wight. In the last year the Constabulary consulted with minority groups in relation to the way in which policies and procedures affect them and changes have been made as a result of this consultation. Engagement of this nature will continue for the next 12 months as this work is developed. The Constabulary's equalities agenda is based upon all six strands of diversity (age, disability, gender, race, religious belief and sexual orientation).

Hate incidents

The Constabulary's response to hate incidents can have a significant bearing upon the way in which it maintains the trust and confidence of the public. During the last 12 months hate crime co-ordinators have been recruited for each geographically-based OCU. Their role is to monitor quality of service and provide a reference point for victims. A thorough review has been carried out on the 'True Vision' hate incident reporting scheme. Demand for the reporting packs has consistently outstripped supply and the Constabulary has decided to develop a local scheme, which is expected to offer the same benefits at a reduced cost.

Best use of resources

Records management system (RMS) review

Incident information within the RMS was adapted to meet the needs of restructuring the Constabulary in April 2006 and the ongoing implementation of neighbourhood policing. Phase two of the RMS introduced new functions bringing case, custody and warrant management into one IT system. Difficulties associated with phase two implementation caused the Constabulary to reprioritise activity planned for phase three. It was deferred in favour of an RMS enhancement project, there is now a focus on developing the future support, development and upgrades of RMS as part of 'business as usual'. To that end a new strategic manager has been appointed from the operational/business area of the force and a small support team formed whose focus is to assist business areas in maximising the benefit they obtain from the RMS.

Force review

The Constabulary successfully restructured ten basic command units into six geographically-based operational command units (OCUs), ensuring as far as possible that they are aligned to the boundaries of their respective crime and disorder reduction partnerships (CDRPs), helping the drive towards delivering neighbourhood policing. Specialist Operations responsibilities have been divided into 'operations' and 'crime' OCUs. The Constabulary has embarked upon improvements in protective services to strengthen its proactive and reactive response to serious, organised and major crime, enhancing its ability to collate and assess community intelligence, strengthening its resilience in the arena of emergency planning and creating a full-time professional response to incidents involving firearms.

Offences brought to justice

'No Witness No Justice' (NWNJ)

Witness care units have increased services delivered to victims and witnesses and continue to meet the requirements of the National NWNJ scheme. Victim Code obligations were part of these requirements, which enabled smooth implementation of the code in April 2006. The national project handed over governance of NWNJ principles to the Local Criminal Justice Board (LCJB) after a successful review in September 2006. There has been an improvement in outcomes for the LCJB as a result.

Statutory charging scheme

The professional relationship between the Constabulary and the Crown Prosecution Service continues to strengthen with the common aim of increasing the number of offenders brought to justice. The statutory charging scheme is now well established, though partners are continually working to improve delivery within the scheme. The prosecution support teams, introduced as part of the force review, contribute to the effective management of files submitted for advice and their work is recognised as an essential part of the charging process.

Prolific and other priority offenders (PPOs)

PPO officers have been appointed in each geographically-based OCU to oversee the targeting and monitoring of the scheme. The premium service protocol has now been agreed and signed by all chief officers of relevant agencies. This means that the tracking of PPOs via the police, criminal justice unit and Crown Prosecution Service will be more effective. The Constabulary has developed a secure web-facing IT system that allows all partners to access a single electronic file so that the PPO can be more effectively and efficiently case managed. North and East Hants OCU has moved to a position whereby police, local authority, probation and Youth Offending Teams all work out of the same office at Basingstoke police station; this reflects the best practice as identified within the national evaluation of PPO schemes published this year.

Forensic analysis

Improved processes are in place to ensure quicker examination of fingerprints and other forensic material leading to an increase in offenders being brought to justice. Crime scene investigator attendance targets for burglary dwelling and theft of motor vehicles have generally been achieved throughout the year. The target for theft from motor vehicle was increased to 30 per cent and there has been a steady improvement. Seven crime scene investigators and three crime scene investigator supervisors have been trained in covert/proactive forensics and provide a service to local and cross-border investigations.

Crime Reduction Priorities

Reduce overall crime by 15 per cent

Class A drugs

The Constabulary now has a dedicated drug intelligence function incorporating a centralised drugs desk and drugs intelligence officers in every district. A wider approach to dismantling drugs markets utilising other legislation and partner agencies has been undertaken. Full use has been made of powers to close down premises where drug dealing has taken place; working with partner agencies, drug dealers have been identified and evicted from the most problematic addresses. The Constabulary has sought to maximise media coverage to enhance public reassurance. The drug intervention program (DIP) incorporates arrest referral and other schemes designed to get problematic drug users into treatment across Hampshire and the Isle of Wight. The Constabulary is an equal partner in the delivery and management of the DIP. Extensive drug training has been introduced for student officers which is to be extended more widely. The work to tackle drug-related crime and criminality is co-ordinated by the multi-agency drug strategy group, which is hosted and chaired by the Constabulary.

Acquisitive crime

The Constabulary shows the lowest levels of crime for house burglary, vehicle crime and personal robbery against the comparator forces². This includes a yearly seven per cent fall in the number of house burglaries. The force reorganisation into six geographically-based OCUs increased focus on prolific offenders. Training of frontline police officers and staff has increased investigative skills to maximise the opportunities for detecting crime. There is a force wide operation to combat distraction burglaries, including a comprehensive media campaign, and the establishment of 'no cold calling zones'. The Constabulary has introduced processes to ensure officers focus on crimes that are of the highest priority, including dwelling burglary, those involving vulnerable victims, and those where offenders can be brought to justice. Work to protect vulnerable victims of acquisitive crime, in particular dwelling burglary, has been prioritised within the public protection units, working in close liaison with other partners including the Hampshire Bobby Trust. The tasking and co-ordination meetings in the OCUs are further developing as partnership meetings so that a more focused approach to crime prevention and offender targeting takes place. Overall acquisitive crime was up by 3.8 per cent, with the Constabulary showing as the third lowest overall in comparison with most similar force data.

Vehicle Crime

Hampshire Constabulary has the lowest level of vehicle crime against the comparator forces. The Constabulary's safer vehicles strategy has continued to co-ordinate the effort to combat vehicle crime and share best practice with

² Avon and Somerset, Bedfordshire, Essex, Kent, Leicestershire, Northamptonshire and Thames Valley – these are the forces deemed to be most similar to Hampshire Constabulary in terms of population, density, social factors, etc.

partner agencies to further reduce these levels and the fear of crime. The incidence of vehicle crime remains at the lowest level for more than twenty years, with a reduction in the fear of vehicle crime. The number of residents concerned about vehicle crime continued to decrease from 12 per cent to 11 per cent. Tackling satellite navigation system thefts remains a priority for operational vehicle crime units.

Counter-terrorism and domestic extremism

Significant progress has been made in the Constabulary's response to counter terrorism and domestic extremism. Two officers are working within the community providing a public face to Special Branch. New structures are being developed to ensure that the Constabulary continues to have the capacity and capability for a variety of growing demands, including local, regional and national responses to terrorism. Improved intelligence-gathering processes have led to an increase in routine counter terrorist operations. Internal Special Branch procedures have been recognised as best practice by Her Majesty's Inspectorate of Constabulary (HMIC). The Constabulary has contributed to local, regional and national counter terrorism and domestic extremism operations and continues its exercising programme in anticipation of changing threat.

Roads policing

Reducing road casualties

Fatal collisions are down 21.1 per cent and overall there is a key statutory indicator reduction of 3.44 per cent. Child fatalities are down 50 per cent, with a key statutory indication reduction of 1.32 per cent. The Constabulary is on target to achieve Road Casualty Reduction 2010 targets and has already achieved targets for child casualties.

Tackling criminality on the roads

The Roads Policing Unit (RPU) was engaged on specific 'Intercept' road checks using automatic number plate recognition (ANPR) technology for a total of 4,200 hrs, targeting travelling criminals and on counter-terrorist activity throughout Hampshire and the Isle of Wight. 161 offenders were arrested during ANPR operations. Dedicated 'travelling criminal' ANPR car patrols arrested a further 65 offenders.

Safety Camera Partnership

Casualty figures on enforcement are improving, with 38 per cent fewer injury collisions on camera routes. Partnership officers have addressed a wider range of driving offences this year. Support for the partnership remains strong and partner agencies are enthusiastic about the wider road safety initiatives for the coming year.

Other multi-agency work

The strategic casualty reduction partnership has continued to develop. In pursuit of the Constabulary's aim to reduce the number of casualties between

the ages of 17 and 25, significant work was undertaken in partnership with the Isle of Wight Fire and Rescue Service; this resulted in the 'Head On' and 'Safe Drive' projects. These multi-agency road safety schemes were presented to all senior schools and colleges on the Island to bring new awareness to young drivers and passengers.

Enhancing public confidence and reassurance

Community reassurance teams are now established providing a community-focused service tackling speeding and anti-social use of vehicles identified by residents. RPU officers now make personal visits to all residents that report incidents to tackle emerging trends in their neighbourhoods. Longer term issues are dealt with by working closely with resident groups and partner agencies.

Tackle serious and organised crime

Asset recovery

The Constabulary has established a money laundering unit that pro-actively targets serious and organised criminals to recover money and assets which are proceeds of crime. They also offer support to local policing teams in maximising the use of asset recovery legislation. The Constabulary has also invested in a full time post to receive and examine reports from financial institutions regarding suspicious financial transactions. This further enhances the capability to target suspected serious and organised criminals and to support the principle that crime does not pay.

The Constabulary has achieved the target set by the Local Criminal Justice Board (LCJB), ensuring that a proportion of funds seized under the Proceeds of Crime Act (POCA) has been re-invested in tackling crime, local policing initiatives and asset recovery staff. OCUs have been set performance indicators to improve asset recovery at local level. In the last year £8,390,213 of confiscation orders were made, of which £869,961 of realisable assets were received. £66,000 of forfeited cash was received and another £305,456 is pending.

Critical incidents

Critical incident management throughout 2006/07 was enhanced by the establishment of a cadre of six superintendents who are on call 24 hours a day. In year one, the cadre co-ordinated 2,500 incidents, including 250 spontaneous firearms deployments. The critical incident steering group and the force resilience forum were amalgamated to assess predictable demand and deliver civil contingency capacity and capability. The Constabulary provides support to a regional framework to enable effective sustainable management of critical incident criminal/mass disaster investigations.

Organised immigration crime

Hampshire Constabulary has continued to work in this challenging area of work under serious and organised crime. During the reporting period the Constabulary has worked closely with non-government organisations to achieve the successful implementation of providing safe accommodation for

victims of human trafficking. Hampshire Constabulary has made several arrests for immigration crime, ranging from facilitation, document and money laundering offences. The Constabulary has worked with other regional partners and forces from the cross-channel countries to formulate joint working strategies in tackling this area of work. The Constabulary has established a dedicated intelligence desk, which links immigration crime with community intelligence and the United Kingdom Immigration Service. The Constabulary has complemented its operational and intelligence response to human trafficking by improving prevention and victim care approaches. This was achieved by working with the local and national crime prevention teams and external commercial partners.

Major and serious crime

Following a year-on-year reduction in homicide offences, Hampshire and the Isle of Wight has experienced a rise to 19 offences during 2006/7. A homicide reduction strategy was launched and has been further developed using the national intelligence model to monitor and action all knife-enabled crime incidents. Successful local application of a national knife amnesty saw 4,600 weapons removed from the streets of Hampshire and the Isle of Wight; the highest number for a force nationally. A specific force review capability was established to debrief, measure, and improve the response to homicide and serious and organised crime.

Violent crime

Rape and serious sexual assault

The Constabulary's sexual assault referral centre (SARC) opened on 22 November 2006 and is a partnership venture with health, domestic violence projects, rape crisis and other voluntary organisations. To 31 March 2007, 118 victims (15 per cent male) used the SARC and the feedback from victims and sexual offences investigation trained officers is unanimously positive. In addition to the victim-focussed, professional response that the SARC provides to 'police' victims, a self referral facility without police involvement now exists.

The Constabulary continues to work closely with the Forensic Science Service to maximise the forensic potential of sexual offences investigations. Officers are working with partners using problem resolution in multi-agency environments (PRIME)-based models to reduce incidences of sexual assault and encourage early reporting. This has been successfully implemented in a number of OCUs, leading to more victims coming forward to report sexual offences.

Domestic abuse

A risk management model for use by the Control Room and frontline staff in relation to domestic abuse victims was introduced in May 2006. Force policy and procedures were completely revised and re-published in September 2006. Control Room and frontline staff training packages were delivered from January to March 2007. Initial police learning development programme (IPLDP) training packages for new recruits are now being delivered. Multi-agency risk assessment conferences are now in place in every graphically-

based OCU. Work needs to be completed with the Constabulary's crime reduction officers to complete their domestic abuse awareness training.

Finance

Financial information is published in the statement of accounts and published on the Police Authority's website – <http://www.hampshirepoliceauthority.org/hpa/hpapublications/hpastatements.htm>.

The accounts are published unaudited until the audit certificate is received at the end of September 2007.

Personnel

Recruitment targets for police officers and PCSOs were met for the year. Positive action maximised opportunities to recruit student officers from under-represented groups (black and minority ethnic communities 3.6 per cent and women 35 per cent).

As part of the force review, personnel teams have now been placed within all OCUs to provide support locally as well as a centralised strategic resource.

The Constabulary continued to implement policies and staff support schemes to assist in the development and retention of staff. This included family care and welfare drop in sessions, the launch of 'Network of Women' and a staff survey identifying further needs.

An average of 8.2 days per person was lost to sickness absence. Devolved occupational health clinics were set up in each OCU to provide early intervention and advice on well being.

The Constabulary achieved 12th position out of 100 employers in Stonewall's workplace equality index. Stonewall is a national organisation that assesses employers' approaches to how they engage with lesbian, gay and bisexual staff and service users. Each of the six strands of diversity now has a diversity champion to ensure diversity is driven at all levels, with support from the centre.

Significant work has been undertaken by the Constabulary to improve its approach to disability. This includes working with the Shaw Trust to facilitate work returns from long term absence and work placements for the disabled. In recognition of its commitment to employing disabled people, the Constabulary has been authorised to use the disability symbol on its literature.

Training

The introduction of the initial police learning and development programme (IPLDP) saw a significant change in initial police training. All initial police training is now delivered within the Constabulary; this required substantial investment in staff and premises. All initial student training takes place at the Training Support Headquarters in Netley and other specialist and

development training takes place at Southwick Park within HMS Dryad. During 2006/07 a total of 252 student officers were trained.

The Training Department delivered a range of training programmes and continued to utilise e-learning to deliver specific training to the Constabulary's staff.

Best Value

At Hampshire Police Authority's Performance Committee meeting held on 15 May 2006, it was agreed that the best value review programme should be discontinued at the conclusion of the review of procurement, with the only remaining activity to be the monitoring of outstanding actions from this and previous reviews through to their completion. The Police and Justice Act (2006) repealed the requirement of the Local Government Act (1999) that police authorities should be regarded as best value authorities.

Audits and Inspections

In October 2006 Her Majesty's Inspectorate of Constabulary (HMIC) published the national baseline assessment results. Hampshire Constabulary was graded across 21 areas of business looking back over 2005/06. The areas of strategic roads policing and contact management were assessed as 'excellent', whilst 11 areas were assessed as 'good' and the remaining eight areas 'fair'.

In February 2007 HMIC conducted an inspection of Southampton OCU. This inspection highlighted a number of good practices, examples of which included the Thornhill neighbourhood policing project; partnership working within the OCU; and the excellent management and leadership within the criminal investigations department. The report made eight recommendations for the OCU and Constabulary to consider and action.

Further details of all HMIC inspections can be found on their website:
<http://inspectors.homeoffice.gov.uk/hmic/>.

A diagnostic review was conducted by the Police and Crime Standards Directorate between 16 August and 30 August 2006. The report emphasised that Hampshire Constabulary is committed to achieving sustained improvements in sanction detections and offences brought to justice, and it made 24 recommendations for consideration and action.

During the period October 2006 to March 2007 the fourth in a series of crime data quality reviews was undertaken. It was conducted by the Audit Commission on behalf of the Police and Crime Standards Directorate of the Home Office. The aims of the review were to test the quality of key performance data used in the police performance assessment framework and assess the effectiveness of management arrangements intended to secure key performance data quality. The auditors concluded that there are proper arrangements in place for ensuring data quality. This will be taken into account when the Audit Commission issues its value for money conclusion, which will be reported before the end of September 2007.

If you would like a translation of any part of this document, please contact 01962 871595 stating which language¹ you require and which section you would like translated.

Arabic

إذا رغبت في الحصول على ترجمة لأي جزء من هذه الوثيقة، فالرجاء الاتصال هاتفياً على الرقم 01962 871595 مبيناً اللغة المطلوبة والجزء الذي ترغب في ترجمته لك.

Bengali

যদি আপনি এই পুস্তিকার কোন অংশের অনুবাদ পেতে চান, দয়া করে এই নম্বরে ফোন করুন 01962 871595, আর কোন ভাষায় এবং কোন অংশটার অনুবাদ আপনি পেতে চান সেটা বলুন।

Chinese

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Farsi

اگر به ترجمه هر بخشی از این نوشته نیاز دارید، لطفاً با شماره تلفن 01962 871595 تماس بگیرید و اعلام کنید که مایلید کدام قسمت آن به چه زبانی ترجمه شود

Hindi

यदि आप इस दस्तावेज़ के किसी भी विभाग का अनुवाद चाहते हैं, तो कृपया 01962 871595 पर फ़ोन करें और बताइए कि किस भाषा में और किस विभाग का अनुवाद चाहते हैं।

Pashto

که تاسو په دې سندکې د کومې برخې ترجمه غواړه، لطفاً په دې شمیره 01962871595 تلفون او کړۍ د ترجمې ژبه او هغه برخه څرگنده

Polish

Aby otrzymać tłumaczenie niniejszego dokumentu prosimy dzwonić na numer 01962 871595 podając język oraz część dokumentu, która ma zostać przetłumaczona.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਲੇਖ ਖੱਤਰ ਦੇ ਕਿਸੇ ਭੀ ਭਾਗ ਦਾ ਅਨੁਵਾਦ ਚਾਹੀ ਦਾ ਹੈ, ਤਾਂ ਕਿਰਪਾ ਕਰ ਕੇ, ਇਹ ਦੱਸਦੇ ਹੋਏ ਕਿ ਕਿਸ ਭਾਗ ਵਿਚ ਅਤੇ ਕਿਸ ਭਾਗ ਦਾ ਤੁਹਾਨੂੰ ਅਨੁਵਾਦ ਚਾਹੀ ਦਾ ਹੈ, ਤਾਂ ਨੰਬਰ 01962 871595 'ਤੇ ਟੈਲੀਫ਼ੋਨ ਕਰੋ.

Russian

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Sorani

ئەگەر دەتەوێت وەرگیراوی هەر بەشێکی ئەم بەلگە نامە یە ت بە دەست بگات، تکایە پێوهندی بە م ژماره ته له فۆنه وه بکه 01962 871595 و نامازه به و زمانه بکه که پێویستیت پێی هه یه و هه روه ها ئه و به شه ش ده ستنیشان بکه که چه ز ده که یت بوّت وهر بگێردریت.

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Please contact us on 01962 871595 if you require any part of this document in large print or braille.

¹ The languages listed have been identified as among the most commonly spoken, after English, within Hampshire and the Isle of Wight. The list was compiled from information gathered from a range of sources, including the Hampshire Constabulary Consultative Group (a group of individuals from minority ethnic groups who advise the Constabulary on the race relations implications of our policies and procedures). Views were also sought from other organisations and various representatives of minority ethnic communities.