

Wiltshire and Swindon

pcc



Making Wiltshire Safer

Wiltshire and Swindon **Police and Crime Plan 2022-2025**



www.wiltshire-pcc.gov.uk

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FOREWORD

As we begin to adjust and adapt to a post Covid-19 world and develop a new Police and Crime Plan for Wiltshire and Swindon, now is the time to go back-to-basics and ensure that we are focused on delivering exactly what our residents want. Namely to safeguard them from harm, prevent crime, support victims, bring offenders to justice, and to break the cycle of offending to prevent further victims.

My mission is to make Wiltshire a safer place to live, work and visit, and I want the goal of Wiltshire Police to be that: 'One crime is one crime too many.' And my goal for the Office of the PCC is: 'One victim is one victim too many.'

The starting point for my plan is not that Wiltshire is already a safe county, as that could lead to complacency, but to conduct a thorough assessment of the threats and risks that we all face. Both the National Crime Agency and Wiltshire Police have conducted threat, harm and risk assessments and we have drawn upon these and the advice of the Chief Constable in the development of this plan.

However, to ensure that our Police and Crime Plan is as closely aligned

with our residents' concerns and aspirations as possible, we conducted a comprehensive consultation and engagement process to support the plan's development. By asking you to **Use Your Voice**, you have helped me to shape this plan. We have listened to that feedback and this police and crime plan will address your concerns directly.

As I am accountable to the public, and the Chief Constable is accountable to me, I will work with him to ensure that the roles, responsibilities and tasking processes within Wiltshire Police are outward facing and designed to deliver the quality of frontline policing that the public demands. This will include improvements to all those critical enabling functions necessary to deliver a professional, efficient, effective and modern police force. Within my definition of 'frontline', I am not just talking about visible policing, i.e. bobbies on the beat, but all services directly related to protecting the public: including cyber teams working hard to tackle online scams and fraud, child sexual exploitation and abuse, investigators and detectives bringing offenders to justice for robberies, violence and sexual harm to children and vulnerable

people, as well as specialist policing teams who are making our roads safer, tackling counter terrorism and serious organised crime.

In order to deliver effective policing across the county, my vision for the police estate is to have a major station in the North: Gablecross in Swindon, one in the South in Salisbury, or as close to Salisbury as we can get, three in the West to cover the major towns of Melksham, Chippenham and Trowbridge, with a community police station in Tidworth to cover the East.

Most importantly, I will work with the Chief Constable to ensure that not one penny is spent on unnecessary bureaucracy and all our collective efforts, and resources, are focused on making Wiltshire a safer place to live, work and visit.



Phil Wilkinson OBE
Police and Crime Commissioner



OUR POLICING AREA

Surrounded by the counties of Berkshire, Dorset, Gloucestershire, Hampshire, Oxfordshire, and Somerset

Covers an area of almost
3,500 sq km



Population of
726,951*



Swindon = 222,881 Wiltshire = 504,070**
(*ONS 2020 estimates)

Historic monuments such as Stonehenge, Avebury and the city of Salisbury



Salisbury Plain is the principal home and training ground for the armed forces



Swindon, a vibrant town located on the M4 corridor, homes lots of national and global head offices



Has rural and market towns: Calne, Chippenham, Devizes, Marlborough, Malmesbury, Royal Wootton Bassett, Warminster and Trowbridge



Two unitary authorities Swindon Borough Council and Wiltshire Council



Oldest county force in England - established on 13 November 1839



2,298 employees:
1,165 police officers,
122 PCSOs, 1,070 staff
and xxx volunteers



Budget of
£134m

Central grant

£73m

Police council tax

£61m



Wiltshire police demand:

More than
43,000
recorded crimes
(pre-Covid)



More than
103,000
999 calls



More than
268,000
101 calls



11,000
victims of crime
supported by PCC
victim services



WILTSHIRE



HOW I WILL DELIVER THIS PLAN

A PCC or a police force could not deliver this plan alone. Protecting our communities is not just a policing and criminal justice response but requires a partnership approach across our communities to keep us safe, prevent crime and bring offenders to justice. Working in partnership across our communities is at the core of how I will deliver my role of PCC. I am working with residents, the voluntary sector, businesses, elected officials, and other public sector organisations to deliver this plan. This includes the formal partnership forums that are key to supporting the objectives in my plan.

I will ensure delivery of this plan by holding the Chief Constable to account for making the necessary improvements to the Force and my Chief Executive for OPCC delivery, and I will ensure effective liaison, co-ordination and delivery with community safety partnerships and safeguarding and criminal justice partners.

I will assess how well each section of my plan is being delivered throughout the year, providing quarterly assessments to the Police and Crime Panel with an annual assessment in my PCC Annual Report. The change and improvements that I have identified in my plan as being necessary to improve community safety and confidence will be guided by the following principles.

KEEPING WILTSHIRE SAFER

ENGAGEMENT

Engage and involve local communities in decision making and keeping their communities safe



EXCEL AT THE BASICS

A constant focus on visibility, customer service, standards and accountability



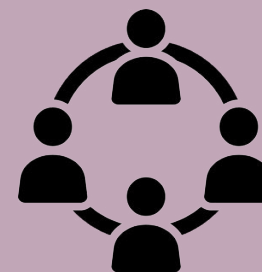
TRUST

Everyone in our communities trusts that their concerns are heard and they are treated fairly



SERVING THE PUBLIC

Services are designed to work for the public, with the public's experience determining how well the policing and justice service is working for them





1. ENGAGEMENT

As I am your principal representative for issues of crime and policing, I will make every effort to engage and consult with you, so that I understand your concerns. As far as I can, I need to understand everyone's experiences, views and priorities, and to involve you in the key decisions I make that affect you.

This plan has been shaped by an extensive consultation and engagement process, but this is not a one off. I will continue to make myself visible and accessible to you. I need to engage with as many people,

from as many different communities as possible through as many media means as we can identify. I need to hear from you, your views on the police and how we can work with you to make improvements.

I am building strong relationships with Members of Parliament, councillors, community leaders, and community groups. I will continue to meet with them regularly and work to see how we can support each other to improve our policing service and make people safer.

2. EXCEL AT THE BASICS

I will be working daily on actions and the delivery of positive and tangible

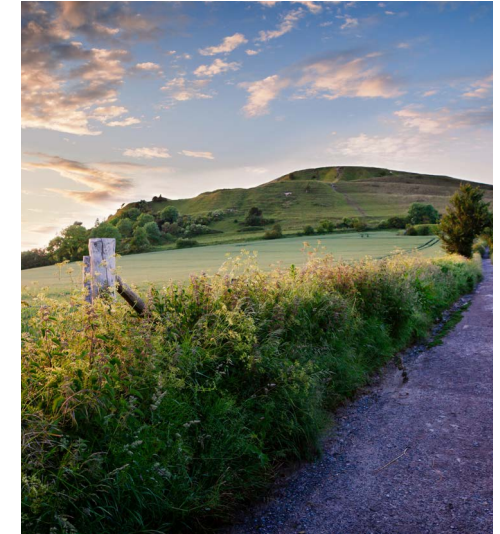


effects against which our communities and you will be able to measure the efficiency and effectiveness of this plan and hold me to account. I will work with the Chief Constable to ensure that we are excelling at the basics, focusing on the principles outlined in this plan and this will be central to serving the public. This includes focusing on delivering the improvements you have asked for and not being distracted by peripheral issues.

3. TRUST

Trust in policing services and in our communities is central to an effective and efficient police service. British policing is based upon the core principle that the police and public work together, as equals, in keeping our communities free from crime. Central to this is the trust that you must have that the police will come when assistance is required, that they act when communities need action and that the public support and are involved in the policing response.

The public play a fundamental role in supporting the police by providing the information and intelligence about your concerns, being witnesses and supporting criminal justice action and



directly participating in supporting policing through volunteering skills and time.

It is by enhancing this interaction between the public and the police and allowing you to see that the police have gone back-to-basics in order to deliver what you want, that I hope we can build mutual respect and the trust which is necessary for effective policing in a democracy. I am determined that through my plan, and working with the Chief Constable, this trust will be central to how we deliver policing in Wiltshire.

4. SERVING THE PUBLIC

Public service is central to the role of every police officer, member of staff, volunteer and within my office. I will work with the Chief Constable, and partners, to make sure that as we deliver my plan that we judge success by how we serve the public, and as determined by the public. It is by focusing on actions and improvements that deliver a high quality and effective police service to our communities that we will win the trust and confidence of the public.



DELIVERING FOR YOU

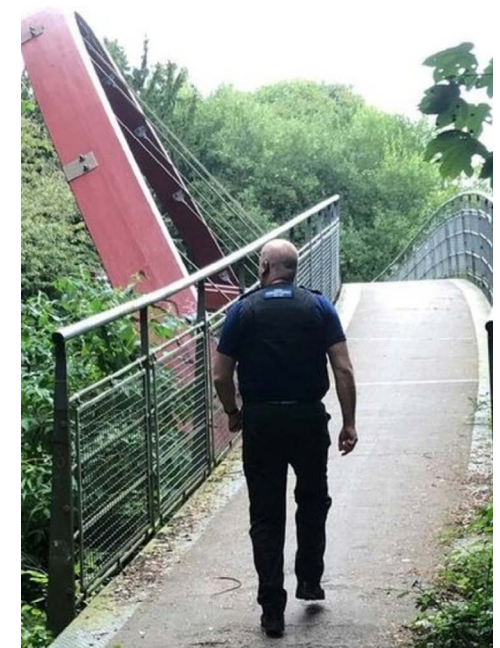
I will continually review, and assess, the performance of my duties and that of my office, as defined by legislation and based upon what you have told me, and I will continue to ask for your feedback. Based upon advice from the Chief Constable, and my own experience, I have identified those principles necessary to formulate my vision, to identify our priorities and to structure a plan to make Wiltshire safer. I intend to use every tool and opportunity within my role to achieve this. I have reviewed my office, to

make sure it is able to support me in delivering these responsibilities effectively. I will work with, co-ordinate and lead the community safety policing, and criminal justice systems, invest in prevention and early engagement initiatives and address the underlying causes of crime, reduce offending and improve the criminal justice system. Taking on those roles identified in legislation, as belonging to me and my office, should allow the Chief Constable to better focus on improving the policing service and assist partners and communities with co-ordination and improvements set in this plan.

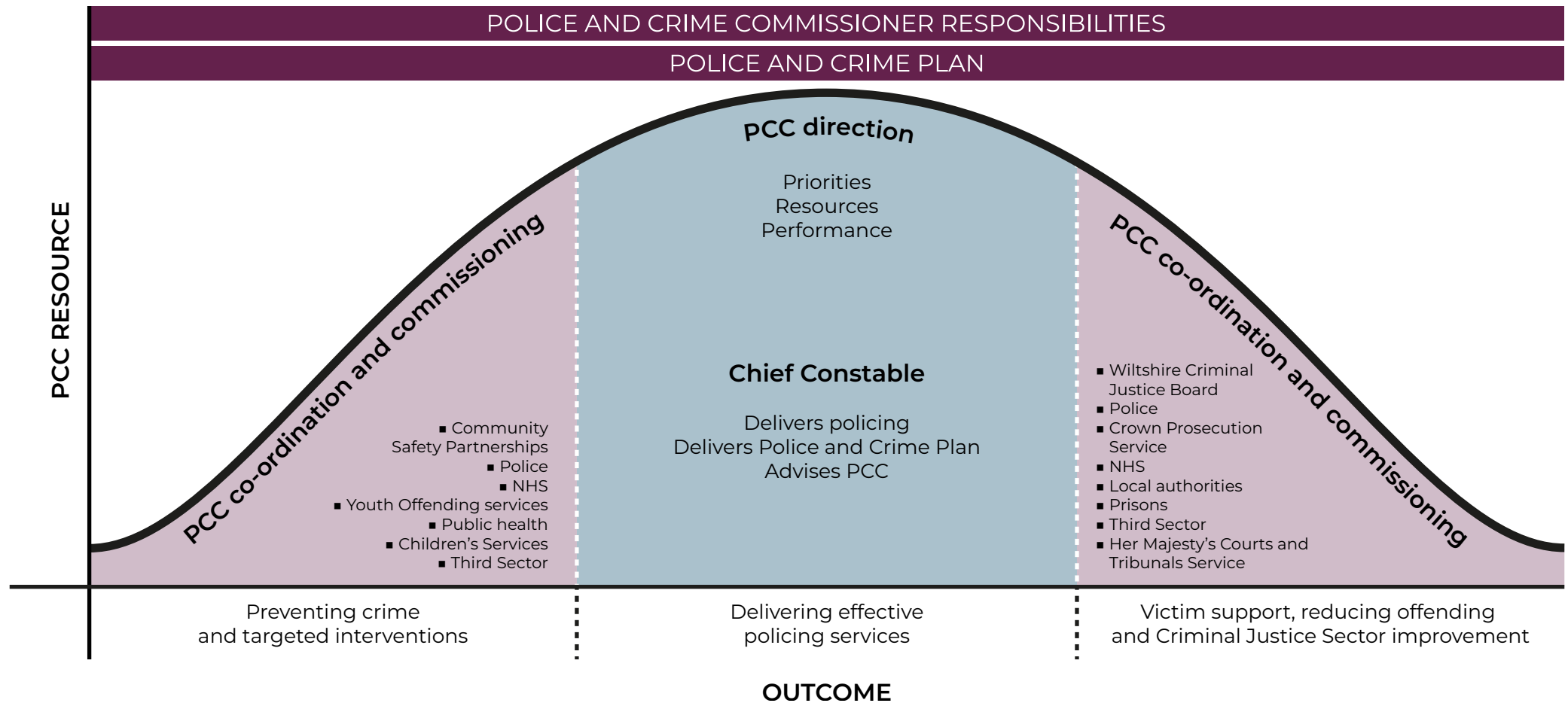
In order to deliver a comprehensive security environment in which we all feel safe, we need to work constructively with a wide range of communities, government partners and stakeholders from the charitable sector. Often respective roles and responsibilities are not clearly defined and there is always the risk that there will be overlap, duplication and the waste of scarce resources. It is the role of my office to work collegiately with all communities, partners and other stakeholders to minimise waste and ensure co-operation, co-ordination and coherence in the creation of a safer Wiltshire for all our residents.

By increasing the co-ordination role of my office in community safety partnerships, we will free up Wiltshire police to concentrate on their core duty of public safety.

The graphic on page 8 illustrates conceptually how the functions of partners overlap and need co-ordination, and how I will work with the Chief Constable and partners to deliver this plan.



PCC Office and Wiltshire Police focus across the community safety, policing and criminal justice sectors



PRIORITY 1



A police service that meets the needs of its communities

I will:

INCREASE PUBLIC CONFIDENCE, TRUST AND POLICE ENGAGEMENT WITH COMMUNITIES

- Work with the Chief Constable to ensure that Wiltshire Police are outwards facing and focused on mitigating your concerns and making Wiltshire safer for all our communities.
- Focus on building confidence between the Police, community leaders and all our communities to increase community intelligence and thereby increase feelings of public safety.
- Help to recruit and build a police workforce that not only represents Wiltshire's many diverse communities but also actively engages with these communities to build mutual respect, trust and confidence.
- Work with the Chief Constable to protect and increase trust and



confidence by delivering a culture within Wiltshire Police that is based on public service, integrity, respect and impartiality. Ensuring that we deal robustly with officers and staff who do not meet these values and standards. Mutual respect between every officer and staff member of any police force is essential to maintain public trust and confidence.

- Work with Swindon and Wiltshire Councils, other partners and stakeholders, especially young people who are our future, identify and address the crime concerns of

young people, working to increase their voice, confidence, and trust in policing.



QUALITY OF POLICE SERVICES PROVIDED TO ALL OUR COMMUNITIES

- Work with the Chief Constable to build a police force that has a tight, clearly defined and responsive chain of command, where authority and responsibility are integral and operational functions easily identified and accountable. A force in which the needs and requirements of the frontline and

delivery to the public always take priority.

- Work to create an environment, in which every person who reports a crime to the police will receive a timely and effective police response, that will include a physical or virtual visit, tailored to their need, as well as regular updates on their case.
- Work with the Chief Constable to bring more offenders to justice through effective investigation and using every evidential opportunity to prevent crime and improve justice outcomes.
- Work with the Chief Constable to invest and overhaul police training capability not only to ensure that all officers and staff have the leadership and management capability necessary to deliver the best service possible to the public, but also to ensure that we create and maintain an internal culture of service and respect. I am determined that we will drive out the behaviour of the few that shames the vast majority of proper and decent police and staff officers.
- Receive any complaints about the policing service and pledge to

resolve them as soon as possible, working with the Chief Constable to investigate, and take action, to improve the service, as when necessary, and appropriate.

GIVE THE POLICE THE RIGHT TOOLS FOR THE JOB

- Deliver the third year of increases in officers in Wiltshire from 1,096 to 1,165 by April 2023.
- Increase the percentage of officers and staff working in frontline roles and eliminating any unnecessary bureaucracy.
- Design the police estate to deliver operationally. Building a new police site at Tidworth and developing new police estate in Salisbury and Devizes HQ in a new Estates Strategy.
- Invest £16m, by 2025, in the digital and ICT capability of Wiltshire Police in order to enhance operational delivery, deliver a more visible policing presence in our communities and to increase police officers, staff and volunteers' ability to engage with the public.

- Work with the Chief Constable to help every officer and staff member maximise their potential and to build a police force for Wiltshire that is the best of its kind, and delivers a high-quality service to the residents of Wiltshire and is respected for doing so.

- Deliver the Environmental Sustainability Strategy 2022-25 to significantly reduce our carbon impact on the environment supporting council pledges for Wiltshire and Swindon to be carbon neutral by 2030. Wiltshire Police and my office will be aiming to be producing zero carbon by 2050.



PRIORITY 2



Reduce violence and serious harm

I will:

VIOLENCE REDUCTION AND DOMESTIC ABUSE

- Coordinate and work with local authorities, the NHS, education providers, youth offending services, the voluntary sector and communities to reduce and prevent violence in our communities including knife crime, and gang-related violence.
- Focus the efforts of my office on early intervention, prevention, education, rehabilitation, restorative justice and initiatives and programmes to reduce re-offending and amplify victim support throughout the police and criminal justice sector.
- Invest and work with community safety partners to address domestic abuse and fulfilling our collective obligations, under the Domestic Abuse Act 2021, by delivering our local plans to protect and supporting victims, while targeting offenders.



- Develop a safety at night charter, working with Swindon Borough and Wiltshire Councils, as well as our town and parish councils, together we can invest in making public spaces feel safer for all residents.

VIOLENCE AGAINST WOMEN AND GIRLS

- Work across local and national partnerships to deliver the national Tackling Violence Against Women and Girls Strategy, to collectively reduce all violence against women

and girls, such as stalking and harassment, rape, sexual assault, domestic abuse, honour-based violence, cyber flashing, revenge porn, and 'up-skirting'. Our current prosecution rates for rape both nationally, and in Wiltshire, are appalling and I will work with the Chief Constable and the Wiltshire criminal justice sector to ensure those figures improve dramatically.

- Work with the Chief Constable to restore trust and confidence, increasing investigative capability that focuses on the offender and not the victim, and focusing on stopping perpetrators from offending and re-offending.



- Working with Swindon Borough and Wiltshire Councils, as well as our town and parish councils, invest in making public spaces safer for all residents.
- Alongside the police, Crown Prosecution Service, the courts and victim services, deliver all national and local recommendations to significantly increase criminal justice outcomes, the speed of justice and improve the confidence that victims of sexual offences, domestic violence and stalking and harassment have in the criminal justice system.
- Enhance specialist victim services providing emotional, practical and health support to victims. With personal sexual violence advocates supporting victims and helping them to navigate through the criminal justice process.

CHILD ABUSE AND CHILD EXPLOITATION

- Work with Swindon and Wiltshire Councils, safeguarding partners and families to prevent, safeguard, and help identify child abuse,



online grooming, exploitation and radicalisation of children.

- Work with our young partners and youth commissioners to better understand online safety and their concerns relating to bullying and self-worth, and mental health issues generally.
- Increase the number of dedicated police officers working to target and prosecute those who groom, exploit and harm children.

COUNTY LINES AND SERIOUS ORGANISED CRIME AND EXPLOITATION

- Work with Wiltshire's Chief Constable, and others in the South West region, to co-ordinate enforcement and eliminate the threat from serious organised criminals including tackling county lines and dealing, gang violence, modern slavery, and exploitation, and rural crime including hare coursing and heritage crime.
- Work with our community safety partnerships to protect and prevent young and vulnerable people from harm caused through serious organised criminality.



PRIORITY 3



Tackle crimes that matter to local communities



I will:

ANTI-SOCIAL BEHAVIOUR

- Work with police, local authorities and community safety partnerships to identify and prevent hotspots of anti-social behaviour that blights the lives of many of our communities and develop comprehensive responses that address the underlying causes of the anti-social behaviour through early intervention, education and prevention activities, in addition to greater enforcement.

ROAD SAFETY

- Work with Wiltshire Police, Swindon and Wiltshire Councils, Dorset and Wiltshire Fire and Rescue Service to deliver the Road Safety Strategy to reduce numbers killed, or seriously injured, on our roads by improving road design, educate road users and joint enforcement action on speeding, drink and drug driving.
- Increase the Force enforcement capability through the employment of more designated specialist enforcement officers and the better





- Work with the farming community, National Farmers Union and local councils to share information and intelligence, identify those ongoing criminal activities and increase the confidence of our rural communities in their policing service.

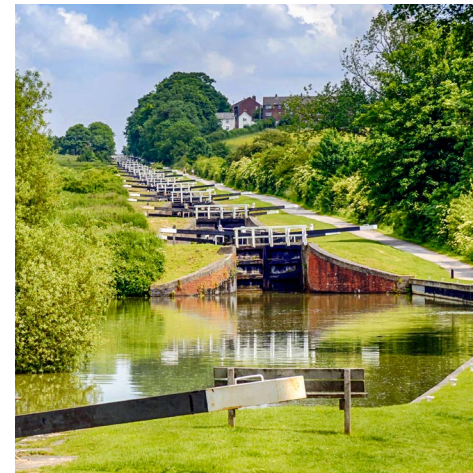
FRAUD, CYBER CRIME AND HATE CRIME

- Work with partners, such as trading standards and Action Fraud, to increase public and business



awareness of how to stay safe online to prevent fraud, scams and online fraud.

- Increase the policing capability to combat cybercrime and working across the SW to enhance the SW Cyber Resilience Centre to protect local businesses.
- Work with partners to respond swiftly to tackle all forms of hate crime that undermine confidence in our communities.



co-ordination and targeting of the Force's specialist traffic, and other deployed, units.

RURAL CRIME AND HERITAGE CRIME

- Improve the co-ordination of Community Speed Watch Teams and utilise data from local areas speed indicator devices (such as AutoSpeedwatch) to inform the targeting of speeding hotspots and persistent offenders by police.
- Double the numbers of officers in the Rural Crime Team and invest in the intelligence function, equipment, vehicles and drones to improve our capability to tackle crime that is impacting negatively on our rural communities.

PRIORITY 4



Improve the experience of victims and deliver justice

I will:

VICTIM CARE AND SUPPORT

- Work with the Chief Constable to make sure victims, regardless of background, are confident in reporting crime to the police.
- Work across policing and the criminal justice sector to deliver the Victims' Code of Practice with victims kept informed, listened to, and guaranteed the service they deserve.
- Invest in services for young people and adults to help people cope, and recover, from the impact of crime.
- Invest in specialist support services for victims of domestic abuse, sexual offences and exploitation.

MENTAL HEALTH

- Work with the Chief Constable, National Health England and local authorities to better understand and deal with the impact of mental health issues as they occur across

the entire spectrum of police and criminal justice activities.

- Work with the NHS and justice system to ensure offenders with mental health problems get the treatment they need.

THE CRIMINAL JUSTICE SYSTEM

- As Chair of the Wiltshire Criminal Justice Board (WCJB), co-ordinate criminal justice agencies to deliver a criminal justice system which has the confidence of our communities



by delivering a fair, timely and high-quality service for all.

- Support the effective delivery of video-enabled justice and digital court ICT to manage criminal cases digitally.
- Work with the PCCs in Dorset, Hampshire and the WCJB, to speed up justice, reduce backlogs and to have an efficient and effective CJS process.
- Work with the Chief Constable and Crown Prosecution Service to improve the quality of investigations



to secure more criminal justice outcomes.

- Increase transparency and generate a more nuanced culture within the criminal justice sector that deals with victims and offenders from different backgrounds with a greater sympathy for difference.

RESTORATIVE TOGETHER

- Deliver the new restorative justice approaches strategy to enhance the support to organisations to work with restorative practices, to give victims a voice and offenders understand the impact of their actions.

REDUCE RE-OFFENDING

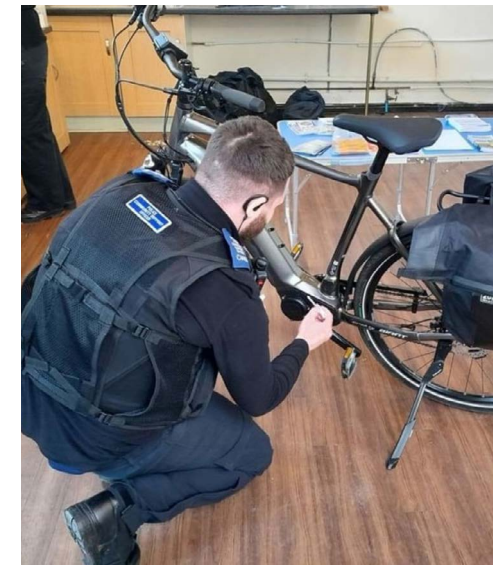
- Reduce re-offending to prevent further victims of crime and support offenders to rehabilitate back into society – particularly focusing on young people, female offenders and those causing the most harm to communities.
- Work with both Swindon and Wiltshire Youth Offending Services



and Swindon and Wiltshire Councils to deliver our shared objectives to prevent offending by young people. I will focus work with partners to prevent, and divert, our younger population from criminality through a range of targeted early intervention services for young people at the greatest risk of offending.

- With the Chief Constable, introduce trauma-informed approaches to policing and ensure this is replicated through my commissioned services.

- Work with the Police and National Probation Service to deliver the national improvements to the Integrated Offender Management service – reducing the offending of those on the scheme.
- Invest in drug treatment services, with Wiltshire Council and Swindon Borough Council.
- Improving support for veterans in the criminal justice system to keep meeting the pledges within the Military Covenant.



ROLES AND RESPONSIBILITIES

The respective roles in policing are determined by Acts of Parliament and the policing protocol, which sets a legislative framework for the PCC and Chief Constable to work together

POLICE AND CRIME COMMISSIONER

- | | | | |
|---|--|--|--|
| <ul style="list-style-type: none"> ■ Responsibility for the totality of policing in their area and ensuring the police force is effective and efficient ■ Elected by the public to represent their views on policing and crime ■ Publishes the Police and Crime Plan which sets the strategic direction, after consulting with local people ■ Sets the police budget and decides how much people will | <ul style="list-style-type: none"> ■ pay towards policing from their council tax, as well as priorities for resources, linked to their plan ■ Appoints and dismisses the Chief Constable ■ Holds the Chief Constable to account for delivering an effective and efficient police service ■ Responsible for local victim support services and funding crime prevention services to help | <ul style="list-style-type: none"> ■ keep communities safe ■ Coordinating the criminal justice system to reduce crime and improve services ■ Responsible for fulfilling all statutory and legal obligations of the office of Police and Crime Commissioner ■ Create an Executive Leadership Group consisting of the executive leadership teams of both the OPCC and Police | <p>that will meet monthly in order to manage the delivery of the plan against identified measurements of success, which will report decisions to the Police and Crime Panel and the public, such that they can hold the PCC accountable.</p> |
|---|--|--|--|



POLICE AND CRIME PANEL

- Supports and challenges the Police and Crime Commissioner
- Has the power to request reports and call the Commissioner to attend its meetings
- Reviews the Police and Crime Plan and annual report
- Scrutinises (with an option to veto) the Commissioner's proposed council tax precept for policing
- Confirms the proposed appointments of Chief Constable and OPCC statutory officers
- Scrutinises the actions and decisions of the Commissioner
- Considers complaints of a non-criminal nature against the Commissioner



CHIEF CONSTABLE

- Leads Wiltshire Police, responsible for the delivery of effective and efficient policing services
- Responsible for maintaining law and order
- Accountable to the PCC for delivering the Police and Crime Plan, the Force Performance and
- Operationally independent on day-to-day policing of the force. With total discretion whether to use police officers and staff and where to conduct investigations
- Responsible for the conduct and work of their officers and staff, and reallocating them to meet immediate demands
- Helps development of regional and national policing
- Responsible for fulfilling all statutory and legal obligations of the office of Chief Constable



LOCAL CO-OPERATION, COLLABORATION AND WORKING TOGETHER

COMMUNITY SAFETY PARTNERSHIPS

There are two Community Safety Partnerships (CSPs) for Swindon and Wiltshire. These partnerships bring together Local Authorities, the Police, the OPCC, the Probation service and others to increase community resilience, reduce vulnerability and exploitation of people and to tackle crime.

I will continue to work with the CSPs to deliver this police and crime plan and support delivery of their local plans. This will also provide a focus to tackling issues that matter to our communities and support the National Crime and Policing measures.

Swindon CSP: swindon-csp.org.uk

Wiltshire CSP: Powerpoint Presentation (wiltshire.gov.uk)



offenders, may need support to cope and recover from trauma, and need assistance to have a successful life and reduce continued harm.

Wiltshire SCB: Wiltshire Safeguarding Vulnerable People Partnership (wiltshirescb.org.uk)

WILTSHIRE CRIMINAL JUSTICE BOARD

I chair the Wiltshire Criminal Justice Board (WCJB) and work with my other Justice Board chairs, the PCCs of Dorset and Hampshire, to deliver a fair, timely and high-quality justice system. Helping to co-ordinate the police, Crown Prosecution Service, the courts, probation, Youth Offending Services and the prison service.

The WCJB Strategy delivers significant parts of this Plan, particularly services for victims, reducing re-offending and increasing confidence.

SAFEGUARDING PARTNERSHIPS

Safeguarding Vulnerable People Partnership brings together public organisations who lead services to safeguard children, young people and adults. This includes local authority children's and adult services, health and education services, police, fire and the voluntary sector. The role of these partnerships is to ensure services to safeguard people are as effective as possible and reflect the family

and community contexts to provide effective safeguarding services within the county.

Many of the objectives I am delivering need to consider the safeguarding risk and support, particularly to vulnerable children and adults. My plan outlines how I will continue to work with safeguarding partners. I recognise that individuals can be both victims and offenders of crime. We need to ensure people are safe from harm and recognise that both victims, and



NATIONAL AND REGIONAL POLICING STRATEGIES

NATIONAL POLICING REQUIREMENTS STRATEGIC POLICING REQUIREMENT

The Home Secretary has identified six national threats that all police force areas must demonstrate they have the plans and capability to respond to and support national work to keep the country safe.

These threats are:

- Terrorism
- Public disorder
- Serious and organised crime
- Child sexual abuse
- Civil emergencies; and
- Cyber security incidents

The threats have been assessed and selected from the National Security Risk Assessment on the basis that they either affect multiple police force areas or may require action from multiple forces, resulting in a national response. I must have “due regard” to these threats when setting this plan and I will work with the Chief Constable to

ensure that Wiltshire Police support national requirements and is ready to respond to these threats.

NATIONAL CRIME AND POLICING MEASURES

The government has established National Crime and Policing Measures of:

- Reducing murder and other homicide
- Reduce serious violence
- Disrupt drugs supply and county lines
- Reduce neighbourhood crime
- Tackle cyber crime
- Improve satisfactions among victims, particularly victims of domestic abuse

I am integrating these measures into how I monitor performance of the force and wider partnerships. I will explain to you how Wiltshire Police are performing against these measures.

POLICING VISION 2025

The Policing Vision 2025 sets out the future for policing, nationally, over the next four years and will shape decisions about how police forces use their resources to keep people safe. It has been developed by the Association of Police and Crime Commissioners and the National Police Chiefs' Council in consultation with the College of Policing, the National Crime Agency, staff associations and other policing and community partners. My plan supports this national policing vision, and I will continue to support its delivery as PCC locally, regionally and nationally.

SOUTH WEST AND NATIONAL COLLABORATIONS

I will continue to work with other PCCs, Chief Constables and partners to work collaboratively to deliver my priorities and provide an efficient and effective police service for the people of Wiltshire.



These include:

- Regional Organised Crime Unit - which targets organised criminal gangs and serious organised crime
- Major Crime Incident Team – which investigates murder, abductions and complex crime
- Blackrock police firearms training facilities
- Regional forensic services
- National Police Aviation Service
- Regional and national police procurement collaborations
- Police ICT Company

POLICING BUDGET AND PRECEPT

On 3 February 2022, the Wiltshire and Swindon Police and Crime Panel supported my budget proposals for 2022/23 and my Medium-Term Financial Strategy.

This provides an overall budget of £141.5m for me to secure an effective and efficient policing service and deliver this Police and Crime Plan.

I will work to ensure that all resources are spent as effectively and efficiently as possible in the delivery this plan.

As the role and focus of my office continues to develop, I will continue to invest in commissioning non-policing services.

This is particularly important as I invest in preventative and criminal justice services which are provided by other public bodies or the voluntary and community sector.

Currently this equates to 1.3% of the overall budget and details of how I intend to spend this money in 2022/23 will be published on my website as well as commissioning intentions for the future.

PCC FUNDING ALLOCATION 2022/23

76.6%

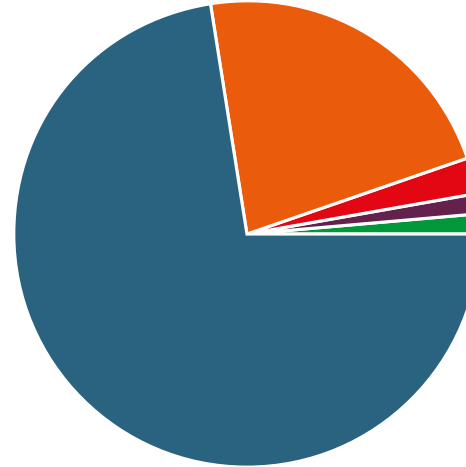
Chief Constable Policing

Includes all frontline policing services that are both visible and non-visible to the public. This includes all police officers in neighbourhood teams, response and detectives. It also includes police staff crime investigators, 999 and 101 call handlers and Police Community Support Officers.

23.4%

Shared Services

Functions which provide support and enable the frontline and Wiltshire Police and OPCC to deliver effectively. This includes functions such as recruitment, human resources, IT, estates, legal services and training. These services are hosted by either Wiltshire Police or Wiltshire OPCC.



1.6%

OPCC Office

This is the cost of the OPCC to deliver the responsibilities and requirements of the PCC, includes the PCC and all legally-required posts, service recovery and police complaints, and co-ordination of victim services, community safety and criminal justice.

1.3%

OPCC Commissioning

This is the OPCC funding directed to service provision outside of policing. This includes all victim support services, work to tackle domestic abuse, prevent offending and early intervention and supporting community initiatives to prevent and reduce crime.

2.5%

Capital Contribution

This is the amount of money that is directed to long-term investments such as estate and significant ICT systems. It does not cover purchases with a short period of use such as vehicles or laptops.



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