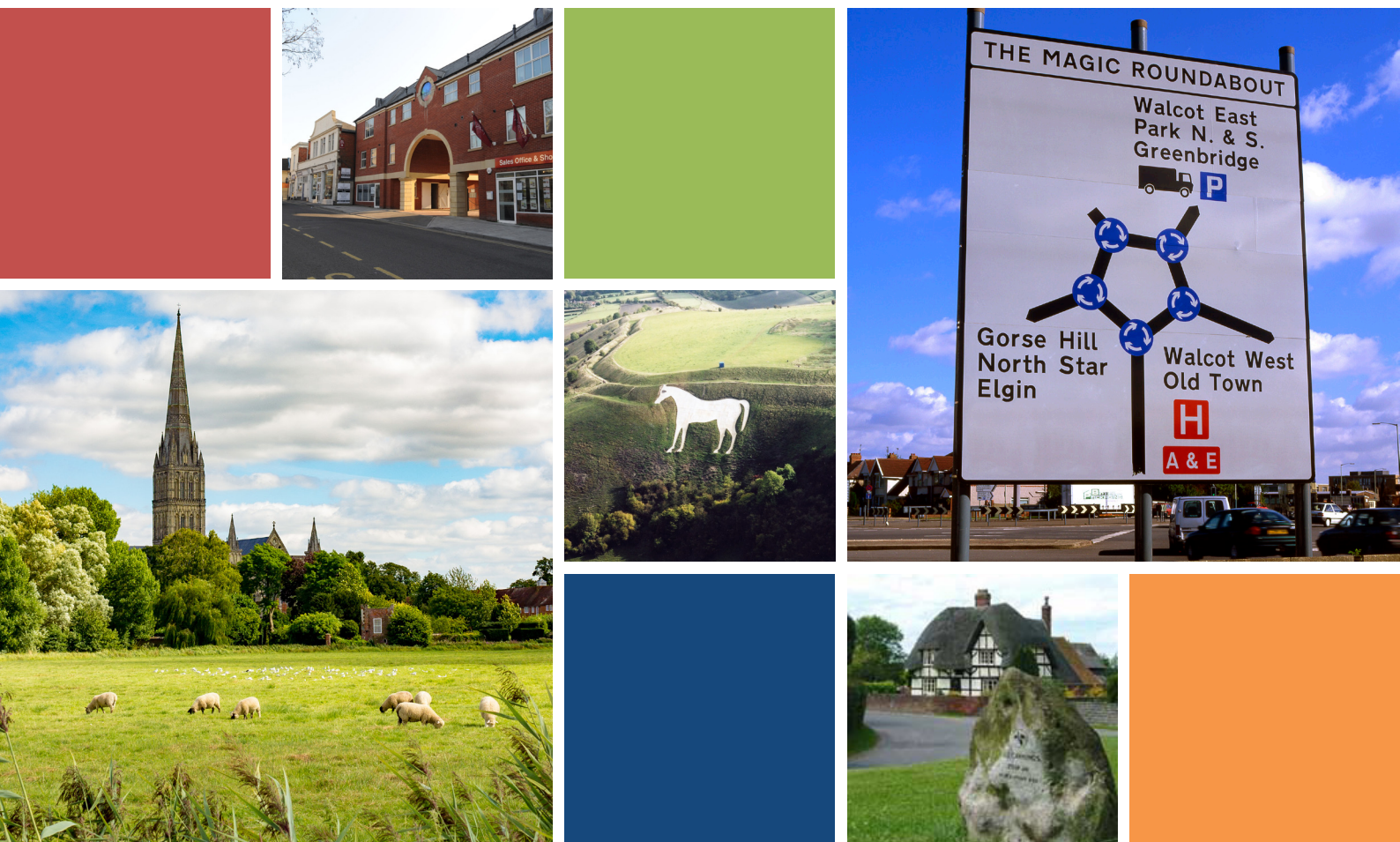


# WILTSHIRE AND SWINDON Police and Crime Plan 2017-2022

## 2020 update



Wiltshire and Swindon

**pcc**  
Police and Crime Commissioner



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# INTRODUCTION

## Police and Crime Commissioner



We will remember 2020 as the year which changed our lives. I would like to start by paying tribute to the victims of the COVID-19 pandemic - those who have died and their loved ones who are grieving - they remain in my thoughts.

In policing, our greatest asset is our staff. We are very fortunate to have dedicated, talented, and highly professional officers, staff, and volunteers in Wiltshire Police. I want to thank all of them for the hard work they are doing and will continue to do as we move through the uncertain weeks and months ahead. I would also like to thank our partner agencies who have been working tirelessly to ensure the continuation of essential services for our communities, particularly those who are the most vulnerable.

When the Government announced their decision to postpone PCC elections until next year, I completely supported this decision. Public safety is paramount and nothing should compromise this especially when we are facing such a remorseless foe as coronavirus. It has been a great honour to serve our communities in Wiltshire and Swindon for the last eight years and I will continue to do so until a new Commissioner is elected in 2021.

As a Police and Crime Commissioner, I have a duty to set the strategic direction for the force through the Police and Crime Plan. I wrote the Police and Crime Plan 2017-2021 following my re-election as Commissioner in 2016. The plan was finalised and published following public consultation and advice

of the Chief Constable. Inevitably, events impact on a five year plan and so I updated my plan in December 2019. Since the announcement of my additional year in office and the other significant changes over the last six months, including a new government and increases in resources for policing and COVID-19, it is appropriate for me to provide a further update now.

I think it is vital to review the existing Police and Crime Plan 2017-2021 and up-date it to provide a clear strategic direction for Wiltshire Police and my office for the next 2 years. This 2020 update gives me an opportunity to provide our communities with much needed reassurance that Wiltshire Police will continue to provide excellent policing services to our communities, both during the current pandemic and as we begin to emerge beyond it.

During these challenging times, my role is more crucial than ever as the voice of the public and bringing partner agencies together to deliver services for our communities. Criminals are always looking to exploit us and they do not stop when faced with a deadly virus. The nature of crime has been evolving over the past decades and the pandemic has accelerated the pace of change. We have started to observe emerging patterns such as an increase in cybercrime. I understood the dangerous potential of this online threat when I made a decision to allocate funding to the Chief Constable to set up a brand new Digital Investigations and Intelligence Unit.

I am proud to say that our officers and staff are now better trained and equipped, particularly with information technology, than ever before. Our modernised workforce is able to deliver excellent policing service to keep our communities safe and help them to become more resilient and strengthen the link between police and the public via our Community policing teams. They also continue to assess the specific needs of our communities and commission services to prevent crime, increase our safety, provide essential support for victims of crime and protect children and young people from harm.



The prevention of crime is always better than cure.

I have welcomed the recent Government decision to provide greater resources for policing to protect the public. Increases in the central and local funding have been directly invested in our Community Policing Teams, which are at the heart of local policing. These teams build strong connections with our communities and empower them to solve problems at their earliest stages. In this regard, Police Community Support Officers (PCSOs) continue to be the bedrock of local policing. They have a different role to play than police officers and by engaging with the public and supporting those most vulnerable they continue to be the eyes and ears of our communities.

To demonstrate my commitment to local policing, I have ensured that Wiltshire Police protects frontline community police officer and PCSO numbers. My commitment has been supported by the people of Wiltshire and Swindon through increases in local council tax. At the end of 2018/19, Wiltshire had 934 police officers and 131 PCSOs. In 2019/20 the precept increase supported an additional 41 police officers whilst protecting PCSO numbers. And with both national funding and local precept increases police officer numbers will increase to 1,050 and PCSOs will continue

to be protected for 2020/21. Local policing will see the majority of this increase with 72.5 additional officers in place by March 2021.

I will continue to chair the Wiltshire Criminal Justice Board, which has been greatly supported by my office. The current COVID-19 crisis has challenged the way courts operate and we will have to work collaboratively to develop new technological approaches such as video enabled justice. Now, more than ever, we need to maximise every single opportunity to ensure that criminal justice continues to be delivered as swiftly as possible. We need to ensure that the system is robust to enable cases to be prosecuted and to offer alternative approaches such as Restorative Justice when appropriate.

I will work with other Police and Crime Commissioners and partners across the South West Region to help to deliver a stable and sustainable approach to probation services and ensure that the system works for our communities. I will also continue to collaborate with other PCCs and forces nationally and regionally to deliver benefits for our county. Besides this, I will keep strengthening the provision of local specialist capabilities to be able to respond to local needs.

Over the past years, my office and I have developed very strong operational links with our local authorities to safeguard vulnerable members of society and I will continue to protect them while putting victims and witnesses at the heart of everything we do. I am proud to say that we have successfully embedded high quality services such as the Horizon Victim and Witness Care Hub that help victims and witnesses of crime and reduce harm. At the same time, we will continue to look for new and innovative ways to strengthen partnerships and drive innovation to benefit our communities.

Last year, I welcomed the Government's launch of the national campaign to recruit 20,000 extra police officers over the next three years. This promise translates into an additional 148 officers as a direct result of the additional Government funding. In June,

40 students will be the first to start the new Police Constable Degree Apprenticeship and Graduate Diploma in Policing, in a new partnership between Wiltshire Police and the University of South Wales. As a result, our training facility and tutorship schemes will need to change to embed a new model. I feel that this change represents a positive step forward to evolve the way we recruit and prepare our force for the future.

This means that I need to ensure that our estate continues to be fit for 21st century policing while taking into account its sustainability and impact on the environment. I would like to ensure that Wiltshire Police and my office contribute towards a green and sustainable way of working which meets the current and future operational policing requirements. To demonstrate my commitment, I plan to develop a joint Wiltshire OPCC/Wiltshire Police Environmental Strategy.

I would like to emphasise that there is still more work to do in the coming years. Threats to society, as demonstrated by this pandemic, continue to evolve and we need to continue to adapt the way in which the policing service is delivered. We need more than ever to be adaptable and I will make sure that Wiltshire Police is here to keep us safe and to help our communities to become even more resilient.

To deliver this plan and continue to lead Wiltshire Police I am delighted to extend Chief Constable Kier Pritchard's contract until November 2023. CC Pritchard has not only performed exceptionally during major incidents, but has been leading a force that continues to deliver my plans to improve policing for Wiltshire and Swindon.

A handwritten signature in black ink, appearing to read 'Angus Macpherson', with a long horizontal line extending from the end of the signature.

Angus Macpherson MBE

# MY PRIORITIES

## 1. Prevent crime and keep people safe



- 1.1 Protecting the public
- 1.2 Community Policing is the best it can be
- 1.3 Tackle cybercrime
- 1.4 Protect rural communities
- 1.5 Make our roads safer

## 2. Protect the most vulnerable people in society



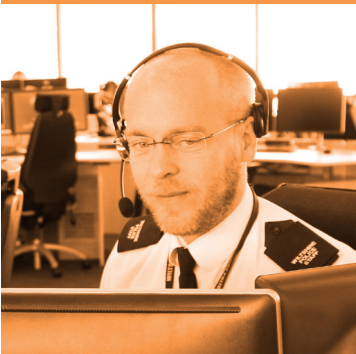
- 2.1 Protecting children, young people and vulnerable adults from harm
- 2.2 Ensure those in mental health crisis get the help they need
- 2.3 Preventing offenders from reoffending

## 3. Put victims, witnesses and communities at the heart of everything we do



- 3.1 Giving victims the support they need
- 3.2 Tackle domestic abuse and sexual offences
- 3.3 A justice system that works for all

## 4. Secure a quality police service that is trusted and efficient



- 4.1 Efficient public services
- 4.2 Our Workforce
- 4.3 A trusted and professional police service
- 4.4 A digital police service

# PRIORITY ONE



*Prevent crime and keep people safe*

# 1. Prevent crime and keep people safe

The Police service is here to keep our communities safe. To achieve this the service must be a collaboration with partners and local communities to respond, investigate, and enforce the law effectively, as well as to work to reduce harm and the risk of crime. Policing is an integral part of our communities and needs the support and consent of the public to make our county safe and resilient.

## 1.1 PROTECTING THE PUBLIC

I am responsible for ensuring that Wiltshire Police provide effective policing which meets the needs of our communities. I hold the Chief Constable to account for ensuring the police are professionally able to meet evolving demands and keep increasing the resilience of our communities. The police officers, staff, and volunteers who are part of our community continue to engage proactively with the public and protect us against crimes such as criminal damage and theft, as well as complex cases such as sexual offences, domestic abuse, fraud, and cyber-crime.

I will continue to ensure that Wiltshire Police:

1. Is rated 'good' by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) for effectiveness efficiency and legitimacy
2. Increases police officer numbers by 116, from 934 in March 2019 to 1050 by March 2021
3. Maintains 131 Police Community Support officers (PCSOs) in our communities
4. Works with my office and community safety partnerships to develop plans to prevent crime and anti-social behaviour in our communities



5. Responds to the public swiftly, arrives when they are needed and delivers improvements in our Crime and Communications Centre (CCC)

## 1.2 COMMUNITY POLICING IS THE BEST IT CAN BE

The Community Policing Teams (CPTs), which are at the heart of the local policing model, build strong connections with our communities which empowers them to solve safety problems with partners at their earliest stages. In this regard, PCSOs continue to be the bedrock of local policing. In this regard, PCSOs continue to be the bedrock of local policing. They have a different role to play than police officers and by engaging with our communities and supporting those most vulnerable they continue to be the eyes and ears of our communities. A good local policing service reduces demand by tackling problems as they occur and supporting local problem solving.

I will continue to ensure that Wiltshire Police:

1. Increase police officers in community policing by 72.5 FTE (full time equivalents), from 667 to 739.5, by March 2021
2. Delivers an outstanding community policing service that understands and meets the needs of our communities
3. Achieves the national neighbourhood policing standards to ensure the public receive the service they need
4. Supports volunteers to help keep their communities safe by embedding the special constabulary, volunteers, community speed watch and neighbourhood watch in local policing

### 1.3 TACKLE CYBERCRIME

Since the COVID-19 outbreak, many communities have entered the virtual world for the first time and increasing numbers of us have relied on the internet for more aspects of our daily lives. Digital crime is not confined by geographical boundaries, age, personal or business space and therefore we must make sure that our communities are informed about online threats and are protected from the hideous aspects of cyber-crime more than ever before.



I will continue to ensure that Wiltshire Police:

1. Continues to develop the digital policing capability to increase our intelligence to target online criminals
2. Helps people protect themselves from cybercrime by increasing cyber security awareness campaigns, training and scam prevention
3. Increases awareness about how to protect businesses against the threat of cyber-attacks such as ransomware and phishing emails as part of our commitment to tackle crime against business



### 1.4 PROTECT RURAL COMMUNITIES

Ours is a county which is predominantly rural, with several market towns and a large urban area around Swindon, so the policing service must be tailored to the needs of our diverse communities. While it is crucial to prevent violent crime areas across the county, there is a specific need to protect rural communities from the distinct threats they face.

I will continue to ensure that Wiltshire Police:

1. Continues to work effectively with local rural communities, organisations including the National Farmers Union and Country Landowners Association
2. Delivers good rural policing with the dedicated team providing crime prevention, high profile operations, and investment in technology, such as the use of drones

### 1.5 MAKE OUR ROADS SAFER

Speeding and road safety affects all our communities. Anti-social driving and speeding will be tackled in order to keep both road users and pedestrians safe.

I will continue to ensure Wiltshire Police and partners:

1. Improve the safety of our roads by coordinated action through safety improvements and education for drivers and enforcement where necessary
2. Support and invest in systems to improve Community Speedwatch schemes including support by our specialist Roads Policing Unit, local policing teams and the Special Constabulary
3. Increase mobile enforcement and use of driver safety awareness education programmes, in collaboration with our partners

# PRIORITY TWO

*Protect the most vulnerable  
people in society*



## 2. Protect the most vulnerable people in society

Police and other public services must protect vulnerable people. They are at the greatest risk of being victims of crime and so need more support from a range of services to cope with, and recover from, the impact of crime. Vulnerable people are at greater risk of exploitation as both victims and offenders. Working together improves services between public sector partners and the voluntary sector. It is vital to bring together all efforts to minimise service inconsistencies and to reduce demand.



### 2.1 PROTECTING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS FROM HARM

People can be vulnerable for a range of different reasons, such as age, health or financial status. This vulnerability means they are often specifically targeted by criminals. We will continue to work with both Wiltshire Council and Swindon Borough Council to protect children, young people and vulnerable adults.

I will continue to work with partners to:

1. Protect vulnerable children, young people and vulnerable adults, particularly those at risk of being:

- victimised when missing
- a victim of child or adult sexual exploitation
- a victim of modern slavery
- drawn into organised crime, particularly 'County Lines' drug operations
- a victim of organised fraud

2. Develop a demand and crime prevention strategy to ensure we have the right range of early intervention and crime prevention for those at risk of being victims or offending

### 2.2 ENSURE THOSE IN MENTAL HEALTH CRISIS GET THE HELP THEY NEED

The police are too frequently at the frontline in supporting those in mental health crisis. People in mental health crisis need support from healthcare professionals, not the police. As such I, with the NHS, have invested in healthcare professionals to support frontline policing. We have made big strides in improving the collaboration between police and mental health services but we need to do more to prevent mental crisis reaching the point where police intervention is needed.

I will work with the NHS and both Local Authorities partners to ensure that we:

1. Sustain and improve community mental health services, including those embedded within the Crime and Communication Centre, to reduce the need for a police response and provide



specialist support for officers when responding to those in crisis

2. Ensure those in mental health crisis are supported in health facilities rather than police cells

### 2.3 PREVENTING OFFENDERS FROM REOFFENDING

We need swift and effective action that punishes offenders and reduces reoffending. I will make sure the criminal justice system is tough on those who do not reform, and offers the best support available to turn offenders away from criminality.

This includes work with partners to:

1. Lead the delivery of the work to reduce reoffending in Wiltshire
2. Support youth offending services to ensure that young people who offended have rapid intervention to change behaviour and are not needlessly criminalised by the criminal justice system
3. Invest in commissioning new services to support probation services to reduce the risk of reoffending. This includes housing support, access to mental health services, supporting female offenders and substance misuse services
4. Work with other PCCs and partners through the South West Regional Reducing Reoffending Board to shape the future probation service, its governance and ensure the system works for our communities
5. Promote the use of Restorative Justice processes where appropriate



Repairing harm in Wiltshire and Swindon



# WHAT DOES YOUR POLICE AND CR

Appoints the Chief Constable who runs the operational side of policing in your force area and holds them to account for delivering an effective and efficient police service



Sets the police budget, decides how much you pay towards policing from your council tax, to add to the funding from central Government and decides how that combined money is spent



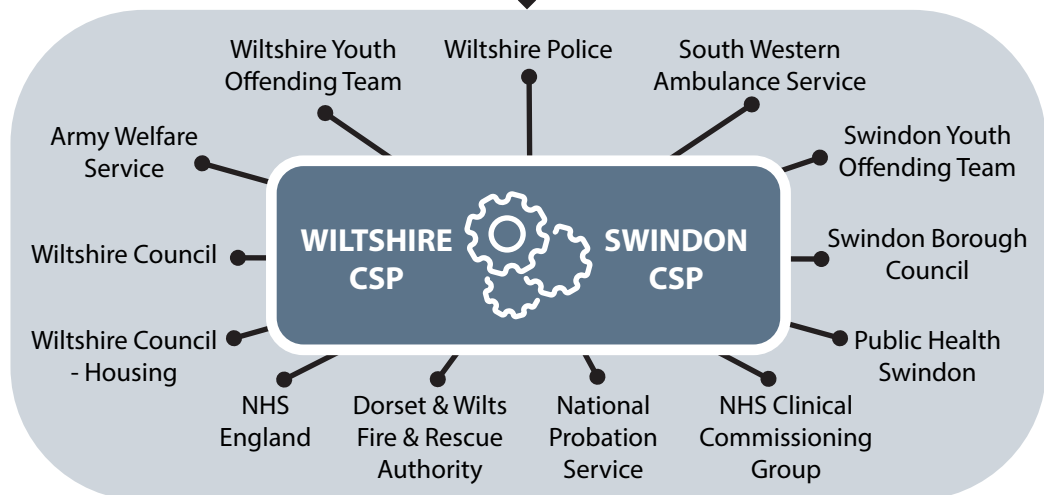
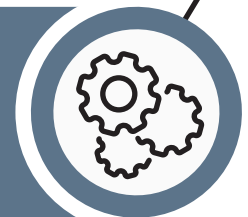
Works with the NHS and both local authorities to sustain and improve community mental health services, including those embedded within the Crime and Communications Centre



After consulting local people, publishes a Police and Crime Plan to identify local priorities and how they plan to meet them



Ensures Wiltshire Police works with Community Safety Partnerships (CSP) to develop plans to prevent crime and anti-social behaviour in our communities



# TIME COMMISSIONER DO FOR YOU?



Elected every four years to represent your views on policing and crime locally. Directly accountable to you, the public. Next elections are due to take place on THURSDAY 6 MAY 2021



Delivers non-specialist service for victims of crime. Horizon Victim and Witness Care Hub was established to ensure that every victim of crime benefits from the best possible integrated support service according to their needs



Funds crime prevention services to address issues such as drug and alcohol misuse, youth crime and anti-social behaviour to keep your communities safe




Works with partners to protect vulnerable children, young people and vulnerable adults



Chairs the Wiltshire Criminal Justice Board (WCJB). Supports local justice partners to work together to ensure justice is swift, efficient and effective



# PRIORITY THREE



*Put victims, witnesses and communities at the heart of everything we do*

# 3. Put victims, witnesses and communities at the heart of everything we do



## 3.1 GIVING VICTIMS THE SUPPORT THEY NEED

All victims should be informed and supported by the police and criminal justice services. All justice agencies in Wiltshire should comply with the Code of Practice for Victims of Crime. Crime affects everyone differently and I need to ensure tailored support to help people cope and recover. We have excellent services supporting victims through a real partnership between public and third sector providers.

I will continue to make sure that:

1. Criminal justice agencies are meeting their obligations to victims and witnesses
2. There are high quality services to help victims and witnesses of crime and reduce harm. This includes Horizon victim and witness care, Victim Support for adults and SPLASH for children.



3. We check with victims to make sure they are satisfied with the support they have received
4. We produce a new Restorative Justice Strategy to make sure the principles are embedded in the policing service and the wider criminal justice system

## 3.2 TACKLE DOMESTIC ABUSE AND SEXUAL OFFENCES

I will make sure that victims of domestic abuse and sexual offences have the confidence to seek help, are listened to and are supported. We must stop abusive and controlling behaviour and prosecute and deter offenders.

I will keep working with partners to ensure that:

1. Victims have confidence to report domestic abuse and sexual offences
2. We provide tailored support to the most vulnerable victims, including victims of domestic abuse and sexual offences
3. The criminal justice system improves support for victims and deliver as many successful outcomes as possible



4. Services are developed to work with perpetrators of domestic abuse to address their behaviour

### 3.3 A JUSTICE SYSTEM THAT WORKS FOR ALL



The administration of a swift, fair and efficient criminal justice system is a fundamental pillar of British society. An effective justice system relies on good crime reporting, good investigation quality and file preparation, good victim and witness support, good prosecution, as well as

good administration of the court itself. This is regardless of the eventual community or court outcome.

As a Chair of the Wiltshire Criminal Justice Board (WCJB), I have a pivotal role in supporting local justice partners to work together as well as introducing greater accountability. With other criminal justice leaders, I want to make sure that the community needs are met and ensure that agencies are working as efficiently as possible to provide justice, punishment and rehabilitation.

Under the WCJB strategy, we keep working with partners to:

1. Ensure that justice is swift, efficient and effective
2. Support criminal justice partners to modernise and digitalise the criminal justice process
3. Ensure that all criminal justice partners treat all our communities fairly, implement all local recommendations identified in the Lammy review on disproportionality and develop a plan to address disproportionality in the criminal justice system.



# PRIORITY FOUR

*Secure a quality police service  
that is trusted and efficient*



# 4. Secure a quality police service that is trusted and efficient

Since the outbreak of the Coronavirus pandemic, our police officers, staff and volunteers have been working in uncharted territory putting themselves and their families at risk to protect our communities. The challenges policing and society face have changed significantly when compared to 'pre-Covid'. I will make sure that Wiltshire Police have the skills and tools they need to keep our communities safe.

## 4.1 EFFICIENT PUBLIC SERVICES

Financial challenges are going to remain or become even more challenging and I would like to reassure our communities that their policing tax contribution is always used effectively and efficiently. Our focus on future collaborative opportunities must be sharpened to shape the nature of policing and justice so that it delivers an excellent service that meets the changing needs of our communities.

I will:

1. Continue to lobby and campaign relentlessly to address the unfairness of the policing funding formula, recognising that Wiltshire Police continues to receive one of the lowest shares of Home Office funding for police per head of population
2. Commission a new environmental strategy to understand and reduce our impact on the sustainability of the environment



3. Deliver year 3 of my Estates Strategy by opening a new community policing hub in Warminster and a renovated hub in Royal Wootton Bassett

4. My office and Wiltshire Police will continue strengthening engagement and collaborative partnership working

nationally and regionally to gain the best shared outcomes for our communities. This ranges from tackling common challenges and improving specialist services such as forensics and firearms training in line with national policing improvements

5. Achieve efficiency through joint procurement with other South West police forces as part of the South West Police Procurement Department and national initiatives, such as Bluelight Commercial, where appropriate
6. Collaborate more closely with the Dorset and Wiltshire Fire Authority to improve work across policing and fire services



## 4.2 OUR WORKFORCE

Those who work for Wiltshire Police and my office are our most important asset, with many highly skilled professionals. The staff set the tone and feel of policing and are embedded within our



communities. They are critical to delivering this plan.

I will keep working with the Chief Constable to ensure that we:

1. Become an employer of choice in Wiltshire to attract and retain the workforce
2. Have a workforce with public service values, high morale, and high performance
3. Have a healthy, safe and trained workforce which is well supported in the physical and emotionally demanding roles it performs.
4. Are a workforce that reflects the diversity of our communities

### 4.3 A TRUSTED AND PROFESSIONAL POLICE SERVICE

Police officers and staff hold positions of trust and authority. With that comes individual responsibility for all officers and staff, regardless of rank or position, to uphold the values and ethics of policing.

I will continue to ensure that:

1. Our communities trust the Chief Constable, police officers and police staff to act within the police Code of Ethics and uphold policing values: transparency, impartiality, integrity, and public service.
2. The transfer of responsibility for initial police complaints handling and triage to the Office of the Police and Crime Commissioner (OPCC) takes place by September 2020
3. All complaints against the police and staff are recorded correctly and investigated appropriately and promptly

### 4.4 A DIGITAL POLICE SERVICE

Digital technology underpins how policing and justice are delivered. We need to embrace and maximise every opportunity new technology brings to prevent crime, make policing more efficient, provide the best evidence to secure justice, and proactively engage with our communities. We must use the opportunities presented by technology to be creative and innovative in finding new and effective ways of building positive and meaningful relationships with our local communities.

I will ensure that we:

1. Successfully complete the separation of our Information and Communications Technology (ICT) function from Wiltshire Council, whilst ensuring both are able to deliver effective services during the transition and align with the national police ICT strategy to meet all national security and ICT requirements
2. Deliver the national police ICT strategy and meet all national security and ICT requirements



3. Have agile technology that releases officers and staff from their desks and allows them to be more visible in our communities
4. Deliver all evidence to criminal justice partners digitally
5. Deliver a new finance, HR and resourcing system that enables more efficient and effective use of the policing workforce

# ENGAGING WITH OUR COMMUNITIES

I am elected to represent the public's views on policing. Communicating and engaging with our local communities, service users, the vulnerable and victims of crime, community groups, partners and other stakeholders is an important part of my job and informs me in delivering my role. In addition, the Police and Crime Panel, consisting of local Councillors and independent members, scrutinises how I do my job and provides valuable support and feedback from communities.

Creating opportunities for the public and other stakeholders to be involved provides me with a breadth of views and opinions of local people. It helps me to set the police and crime priorities for the county and ensure the police and others provide the service you expect.

We police by consent and that means the public need to be discussing these issues but also getting actively involved in helping to keep us all safe. I will achieve this by:

## 1.1 INFORMING AND CONSULTING WITH OUR COMMUNITIES

1. Provide a range of ways for the public to raise their concerns and feelings about policing in Wiltshire and Swindon with me



2. Seek the view of the people of Wiltshire and Swindon on levels of trust and confidence with our policing services
3. Continue to develop the Wiltshire Police Public Service Board & wider community scrutiny working with Independent Advisory Groups (IAGs)
4. Ensure there are robust processes in place to scrutinise policing and justice services to ensure they strengthen trust and are legitimate

## 1.2 ENSURE THERE IS ACTIVE PARTICIPATION IN KEEPING OUR COMMUNITIES SAFE

1. Deliver a range of public awareness and community safety campaigns to support the delivery of my Police and Crime Plan
2. Support my Plan by making the public aware of the opportunities and positive impact their active participation can play in helping to keep our communities safe

## 1.3 ENSURE THAT THE PUBLIC ARE KEPT INFORMED OF MATTERS RELATING TO POLICING, COMMUNITY SAFETY AND JUSTICE IN WILTSHIRE

1. Provide regular and informative communications to our public on policing and crime activity
2. Ensure communities are provided with information on local priorities and crimes in their local area

# GET INVOLVED

I would like to say “thank you” to those who give their time, skills and experience without charge and for the benefit of others. Within communities there are a lot of skills, experience and knowledge, across a variety of walks of life within business and industry. Volunteering harnesses these qualities for the benefit of others. We never underestimate the value of the time you give, you are improving our ethos, educating our communities, supporting our service and helping us to shape policing in the future and for the next generation.

There are a number of opportunities for you to get involved and help support me in achieving this plan.

## HELP TO KEEP YOUR COMMUNITY SAFE

There are a number of community organisations that you can get involved in to help keep your community safe:

- **BOBBY VAN TRUST** - help to provide home security and cyber security for elderly and vulnerable people throughout Wiltshire and Swindon
- **CANAL WATCH**
- **COMMUNITY MESSAGING** - join community messaging to keep yourself updated on community safety and crime information in your area
- **COMMUNITY SPEED WATCH**
- **FARM WATCH and HORSE WATCH**
- **LORRY WATCH**
- **NEIGHBOURHOOD WATCH**

## VOLUNTEERING OPPORTUNITIES WITH WILTSHIRE POLICE

- **INDEPENDENT ADVISORY GROUPS** – join to provide independent advice to the police from a public perspective

- **POLICE CADETS** - help our Community Policing Teams by distributing leaflets, attending community safety events and carrying out street surveys
- **POLICE SUPPORT VOLUNTEERS** - help us in many aspects of police work, including engaging with our communities and providing operational assistance where appropriate
- **RESTORATIVE TOGETHER** - become a Volunteer Restorative Justice Facilitator
- **WILTSHIRE SPECIAL CONSTABULARY** - being a Special Constable means investigating crime, dealing with violence or public order incidents, helping to find missing people, attending the scene of road traffic collisions and many other incidents that regular officers are involved in.

## VOLUNTEERING OPPORTUNITIES TO BE INVOLVED IN SCRUTINISING THE WORK OF WILTSHIRE POLICE AND OTHERS

Join our **Joint Independent Audit Committee** to support the Chief Constable and I with independent assurance on relevant financial and governance matters or help us to ensure that our custody suites and those detained are treated properly by volunteering as **Independent Custody Visitors**.



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Wiltshire and Swindon

