

LEICESTERSHIRE POLICE AUTHORITY

ANNUAL REPORT

2008/09

Assertion in Local Policing Plan 2008/09	ACHIEVED	Comment on extent to which achieved in April 2008 to March 2009
Tackling Crime		
1. Achieve a 3% reduction in serious acquisitive crime.	N	<p>The nationally set target for Serious Acquisitive Crime (SAC) is made up of burglary dwelling, vehicle crime (theft from motor vehicle and theft of motor vehicle) and robbery.</p> <p>Leicestershire constabulary has achieved a 1.1% decrease year on year in SAC. Although this is not sufficient to meet the 3% target, there has been a significant improvement from the 2.5% increase that was evident at the end of third quarter statistics in December 2008.</p> <p>At Force level the main reason for not achieving the target was due to an increase in burglary dwelling and robbery crimes (7.2% and 14% respectively compared with last year). Although performance in recent months has been improving, the force was affected by higher levels of burglary and robbery earlier in the financial year. The increase in burglaries is a trend that is reflected nationally. A contributory factor is the current economic situation.</p> <p>In relation to robberies the increase has been affected by a spate of commercial robberies in the city during the first four months of the financial year.</p> <p>Pleasing year on year reductions in vehicle crime has been achieved with a 12% decrease in theft of motor vehicles and a 6% decrease in theft from motor vehicles.</p>
2. Achieve 20% detection rate for serious acquisitive crime.	N	<p>We set a proxy target of detection rates for Serious Acquisitive Crimes of 20%. While the 14.8% detection rate is disappointing it places the Constabulary as 23rd in the national league table. The overall detection rate for Serious Acquisitive Crimes was significantly affected by a 9.25% detection rate for theft from motor vehicles, burglary achieved an overall detection rate of 18.57%, theft of motor vehicles 20.42% and robbery 22.61%.</p>
3. Embed and develop the infrastructure and processes for Simple Speedy Summary Justice (CJSSS) and roll it out through the youth courts.	Y	<p>The infrastructure and processes for CJSSS have been developed and embedded. A post implementation review in the Adult and Youth Courts has been undertaken. An Action Plan is being prepared to address areas requiring further improvement.</p>
4. Introduce additional pre-court disposals including conditional cautions and restorative justice.	Y	<p>Additional pre-court disposals, including conditional cautions and restorative justice have been introduced. A full evaluation report from the review of conditional cautions is due for completion by mid May 09. This will include an evaluation of the roll out, an assessment of need and will identify future benefits for the organisation.</p>
5. In conjunction with the Local Criminal Justice Board reduce the bureaucracy of case file preparation (Streamline process.)	Y	<p>Training for operational officers in the Streamline Process commenced on 16th March 2009. A Shadow Sign-Off Meeting (where reality checks will be conducted by the National Streamline Process Team) will take place on 3rd June 09. There is a proposed go-live date of 8th June 09.</p>
6. Develop community justice through liaison with the Local Criminal Justice Board.	Y	<p>The Community Impact Statement pilot will commence in the City BCU on 5th May and will run for 6 months. The pilot will be overseen by the Criminal Justice Project Board. Transition Planning has started to move the status of the project to business as usual by end of June 09. The outcome of consultation on the green paper 'Engaging Communities in the Criminal Justice System' is expected to lead to further development of the Community Justice model and/or an expansion of the areas covered. However this is not expected before Oct 09.</p>
7. Pilot the majority of 'standards' from within the witness charter.	Y	<p>A Witness Charter National Centre for Applied Learning Technologies (NCALT) package is now available for staff to access via the Intranet. The multi-agency 'Victims and Witness Group' has been tasked with overseeing the completion/updating of the Witness Charter Gap Analysis and the monitoring of performance against the standards.</p>
8. Restructure the witness care unit to improve witness support.	Y	<p>The Witness Care function was devolved on 8th September and is now in place in all 4 Area Prosecution Teams. An evaluation and review is planned in.</p>

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9.	Through the Drugs Intervention Programme project continue to support the Leicester City, Leicestershire and Rutland Drug and Alcohol Action Teams ensuring problematic drug users enter into treatment.	Y	<p>The Drugs Intervention Programme Project continues to be the cornerstone of the Drug Intervention Framework with a greater relationship achieved through Local Strategic Partnerships.</p> <p>Currently the Home Office through the DIP programme provide funding to the force for an Inspector, two Sergeants and three Clerks.</p> <p>The staff are based within custody sites and provide the daily support to ensure our DIP processes procedures and Home Office reporting mechanisms work smoothly.</p> <p>The funding also allows the Criminal Justice Department to employ twelve Detention Officers across all primary sites to ensure all Drug test take place within custody suites.</p> <p>Funding is also provided from a multi agency DIP pooled treatment budget and provides 1/3rd of the cost of a Sergeant post based in MAPPOM at Friar lane in the City)</p> <p>Funding is also provided for a Police Constable intelligence post, based in Castle House (Criminal Justice Drug Team) in the City.</p> <p>The Home Office also fund the Police DIP Strategic Lead, a Chief Inspector.</p>
10	Further align the Prolific and Other Priority Offender and Drugs Intervention programmes.	Y	<p>The Drugs Intervention Programme process is aligned with the Prolific and Other Priority Offender framework.</p> <p>Joint targets have been set and the Constabulary is on target to achieve these.</p> <p>A multi agency PPO delivery group that looks at PPO offending and management of offenders. This is also supported by weekly reports to our internal OIB who link into the BCU's who have there own monitoring processes in place and support the Area LOMP's</p>
11	Continue to support the Multi Agency Prolific and Priority Offender Management.	Y	<p>Support continues with a Chief Inspector Single Point Of Contact and seconded police officers and staff.</p> <p>The Chief Inspector works closely with the MAPPOM strategic lead to ensure all areas around the management of the PPO programme are delivered, providing linkage into the BCU's and supports around multi-agency deliverable work streams.</p>
12	Benchmark number of convictions recorded against prolific and other priority offenders (joint agency target.)	Y	<p>This target is monitored through the Local Area Agreements process and is reported to the Community Safety Programme Board.</p> <p>There are no current national bench mark figures set for the reduction of offending rates hence our unique approach to introduce a target agreed both with the Police Authority and the Reducing Re-offending Board.</p>
13	Work with partners to support the specialist domestic violence court.	Y	<p>A Specialist Domestic Violence Court has been established and in operation in Loughborough since May 2008 and in Leicester City since February 2009. Both courts have been accredited to the national standard.</p>
14	Implement and embed the Multi Agency Risk Assessment Conferences for victims at the highest risk of domestic violence.	Y	<p>The Multi Agency Risk Assessment Conferences (MARAC) process established and monthly meetings held began in March 2008. Since this time, the Constabulary has worked with Partners Agencies to ensure consistent attendance, information sharing and participation.</p>
15	Achieve 35% of domestic violence incidents resulting in arrest.	N	<p>This performance target was set by the Home Office to bench mark the number of arrests for incidents of domestic violence. During this reporting period, the method in which domestic violence data was recorded by the Constabulary changed. As a result, the data capture became unreliable. During the early part of the performance year, arrest rates for domestic incidents were in the region of 32%, but the end of year data indicates that 16% of incidents of domestic violence resulted in arrest. During the same period, brought to justice outcomes for domestic violence increased from 56% to 71%. Work has now been completed to improve the stability and reliability of the recording system across several databases. It is considered that performance will rise when appropriate levels of data/quality assurance have been met if the target is not withdrawn by the Home Office.</p>

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16	Achieve 40% detection rate for hate crime.	N	The Force achieved a detection rate of 36.3%. The 40% for racially and religiously aggravated offences (SPI 6.3) was exceeded by South BCU who achieved 45.1%. There was an improved performance force wide towards the end of the year. For example, at the end of December 2008 the rate was 31.9% which has increased by 4.4 percentage points to 36.3% at the end of March 2009. All BCUs have implemented new procedures which should effect an improvement in performance for 2009 – 2010. Following consultation with Race Incident Review Panels and PAGRI, the Constabulary introduced restorative justice disposals for racially aggravated offences. Had these been included then the detection rate would have been 40.1%. The violent crime delivery group are also looking at measures to reduce the volume of racially and religiously aggravated offences.
17	Achieve a 3% reduction in assault with injury.	Y	At the end of year there was a 9.6% reduction thus 3% reduction target has been comfortably achieved.
Promoting Safety			
1.	Further develop the alignment of consultation and engagement with Area and Crime and Disorder Reduction Partnership strategic assessments, priority setting and targeted joint action.	Y	The Constabulary conduct circa 7200 CRAVE (Confidence Reassurance Accessibility Visibility Evaluation) surveys each year. These surveys are jointly funded by both the police and all local authorities the results from which are used to help understand the current perceptions, concerns, priorities and confidence levels of the communities across Leicester, Leicestershire and Rutland. SARCOG (Strategic Analysis Research Coordination Group) is a Board for joint research involving agencies involved in community safety across Leicester, Leicestershire and Rutland. A sub group of this Board is the Consultation and Engagement group whose remit is to establish a joint programme of consultation to ensure that duplication is minimised and results are effectively captured, analysed and communicated for the benefit of all agencies. The results from consultation and engagement in conjunction with other data help in setting both local neighbourhood priorities and direct targeted joint action.
2.	Devise and publish a joint strategic assessment with our partners on the Leicestershire Online Research Atlas website for Leicester, Leicestershire and Rutland.	Y	Leicestershire County Council currently produces a partnership strategic assessment which covers the areas of Leicestershire and Rutland. This assessment takes account of inputs from all statutory agencies and provides a comprehensive overview of crime and anti social behaviour to inform joint activity. In addition to this the County Council produce a summary document which provides details of crime and ASB at a local level. All the documents are published on LSR online. Leicester City Council undertake a similar process producing a strategic assessment to cover the City CDRP.
3.	Develop and integrate the Neighbourhood Improvement Unit within the Force Community Safety Bureau.	Y	The Neighbourhood Improvement Unit has been embedded into the Force Community Safety Bureau but retains strong working links with BCUs and Departments.
4.	Develop an Interagency Community Safety Bureau on each Basic Command Unit.	Y	There are three Inter Agency Community Safety Bureaus, one per BCU, each is staffed by dedicated analysts with support provided by a Development Manager who works within the Force CSB. The ICSB continue to support a multi-agency approach towards tackling crime and anti-social behaviour throughout Leicester, Leicestershire and Rutland.
5.	Standardise the analytical service provided to create problem profiles.	Y	Both a skills and grading moderation process has taken place matched with a reorganisation of the software products available to the analysts.

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6.	Be responsive to changes in demographics particularly with regards to emerging communities.	Y	'New Communities' assessment has been completed and this will be upgraded bi annually. The monitoring of our communities is constantly assessed, not only the new and emerging but also the demographic changes due to the change in economic circumstances causing the return of some of our economic migrants. This information is compiled using information supplied by our key partner agencies including East Midlands Tension reports, National Community Tension Team reports, Department of Education Statistics, Border and Immigration, CDRP reports, City and County housing and the Department for Works and Pensions. The constabulary sit on a number of working groups to include the East Midlands Strategic Migration Partnership and the monitoring of this data allows the constabulary to understand the current situation as well as identify changing migration patterns.
7.	Establish a dedicated Road Death Investigation Team.	Y	The Road Deaths Investigation Team was established in April 08 under the management of a Detective Inspector.
8.	Achieve no more than 360 people killed or seriously injured in road traffic collisions in Leicester, Leicestershire and Rutland.	N	The recorded number of deaths and serious injuries on the roads for the year was 368. This year the Force has experienced a numbers of collisions where sadly, there have been multiple fatalities. Compared with the same period last year the number of people killed or seriously injured on the roads has reduced by 20. Excess speed continues to be a major factor in serious collisions. The Force has adopted a speed management strategy which embraces 'Community Speed Watch' undertaken by volunteers, use of the advisory 'Minivisor' by PCSOs, together with enforcement by Officers and the Road Safety Unit. Young drivers, who are particularly vulnerable, will once again be visited in schools and colleges by Officers from the Road Policing Unit. The Road Safety Partnership has a programme of road safety campaigns and initiatives for 2009. These include the use of seatbelts, mobile phones, drinking and driving, fatigue and speeding.
9.	Work towards a 50% national reduction target in the number of children killed or seriously injured by 2010.	Y	The Force recorded 31 casualties for the year against of target of 36. The Force met the target.
10	Work towards a 10% national reduction target in the slight casualty rate by 2010.	Y	The force recorded 3311 casualties for the year which is which is substantially below the profile target of 3922.

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<h1>Confidence & Satisfaction</h1>		
1. Increase the percentage of victims that are satisfied with the overall service provided by the police.	Y	End of year performance is 83.3% which is above 07/08 end of year figure of 79.8% and current Most Similar Group therefore target has been achieved.
2. To embed the 50 Quality of Service Commitments (QOSC).	Y	The Force has developed a management information tracking system against the 50 commitments – this allows for the Force to understand the direction of travel. The QOSC have now been integrated into the Policing Pledge.
3. To prepare for and roll out the new misconduct and unsatisfactory performance procedures including training for all staff.	Y	The new misconduct and performance regulations have now been in place since the 1st December 2008. Training has been delivered to staff. A process to include training in the procedures has been put into place for new staff and newly promoted supervisors.
4. Increase overall satisfaction with the effectiveness of the Criminal Justice System (joint agency target.)	Y	A Local Criminal Justice Board 3 year Community and Staff Engagement Strategy and an Annual Delivery Plan has been signed off by the Local Criminal Justice Board. The Local Criminal Justice Board and Community Safety Programme Board are working on a joint agenda to improve confidence in the police, local authorities and Criminal Justice System other agencies. Inside Justice Week Planning has commenced for 2009.
5. Increase public perception of the effectiveness of the criminal justice system (joint agency target.)	Y	Criminal Justice Department supported the Local Board Inside Justice Week with a number of initiatives including an educational custody related DVD. This received positive feedback and the week was deemed a success.
6. Increase satisfaction of victims of racist incidents.	Y	The end of year performance is 79.6%, which is an increase on the 2007/08 end of year performance (76.5%) and also above current Most Similar Group. The target has been achieved.
7. Increase the percentage of people who believe that the police understand issues that affect their community.	Y	The British Crime Survey data shows an increase of over three and a half percent for the year. (63.2% to 66.9%).
8. Increase the percentage of people who think that the police are dealing with crimes that matter in their area.	Y	The British Crime Survey data shows an increase of over seven percentage points for the year. (43.2% to 50.3%)
9. Introduce service monitoring call backs by supervisors.	Y	Team Leader call backs are being introduced across the Force. The governance of this service is owned within the force Service Excellence Directorate.
10. Enhance survey monitoring to include victims of 'local crime'.	Y	Victims of local crime are subject to routine surveying.
11. Work towards a developing e-services communications plan.	Y	E-Services- Progress is ongoing in relation to recruitment, data protection, online crime reporting and links to the National FAQ website.
12. To undertake a cultural audit to provide a greater understanding of confidence and satisfaction.	Y	The Force completed its cultural audit in July 08. This will be repeated in 2009/10. The results of the audit has allowed the Constabulary to understand the blockages and enablers within their own work-force to developing the strategy to deal with confidence.
13. To review and implement further leadership training in light of Flanagan recommendations to reduce bureaucracy and improve confidence and satisfaction.	Y	Leadership training programme has now been agreed and roll out has started (02-02-09). Completion re-scheduled for August 2009.
14. Maintain a minimum of one dedicated Police Officer and one Police Community Support Officer per neighbourhood.	Y	Achieved and maintained.

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15	Maintain current establishment of dedicated Police Officer and Police Community Support Officers per neighbourhood and backfill, within 28 days, any vacancies which may occur.	Y	Establishments are directly monitored by the Neighbourhood Improvement Unit and Force Establishment Officer.
16	Further develop the alignment of Special Constabulary Officers within neighbourhood teams.	Y	The latest audit shows only 7 that only seven neighbourhoods do not have Special Constables specifically aligned to them. All newly appointed Special Constables are now being allocated to identified shifts and attached to a Permanent Beat Officer for their first 96 hours of their 'in company' training. This will give them a fuller understanding and grounding in Neighbourhood Policing.
17	Further develop the recruitment of community volunteers to assist with neighbourhood priorities.	Y	There are 150+ volunteers with a further 33 in the recruiting process. The process for recruiting the fixed term member of staff from the Voluntary Sector is now underway following an initial delay in securing partnership funding, which has now been resolved.
18	Further develop the effective use of Key Individual Networks and the use of Voice Connect (VC Relay).	Y	As of March 2009 there are 6,716 members listed on Voice Connect Relay (VCR) and work has continued to improve the regular flow of information to these members and to improve the functionality of the Voice Connect Relay System itself. This is subject of continual development and enhancement.
19	Extend the street pastor scheme.	Y	There are now 6 schemes fully up and running in the sub region in the areas of Loughborough, Market Harborough, Westcotes, Melton, Hinckley, and the City Centre. A further three schemes are due to launch soon in Lutterworth, Blaby and Ashby. The first meeting of the Street Pastor coordinators is due on the 23 rd May where it is hoped a full management group will be formed to drive forward joint training, funding, development and expansion.
20	Enhance feedback to communities on progress on tackling identified neighbourhood priorities.	Y	The Force Neighbourhood Policing web pages were redesigned and re launched on 1 st March 2009 and they comply clearly with the national requirements to provide 6 points of information regarding Neighbourhood Policing. The Constabulary also have a postcode search facility which takes visitors directly to local neighbourhood information.
21	Through the performance regime we will ensure the long-term sustainability of neighbourhood policing continues.	Y	As part the force commitment to the Policing Pledge they are committed to continually monitor the abstraction levels of our Neighbourhood Policing Teams. The Force has maintained compliance with strict abstraction policies to ensure Neighbourhood Policing Teams remain on their neighbourhood 95% of the time. This target is subject to regular review by Performance Delivery Group and is also monitored as part of Policing Pledge framework which reports to Neighbourhood Policing Citizen Focus Board. The force is currently maintaining their 5% abstraction rate target. An inspection of compliance against the Policing Pledge will take place in June by HMIC so an action plan has been developed to ensure that the force is well placed for this inspection based on an internal gap analysis which has identified where there may be room for further improvement.

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<h1>Organisation Management</h1>		
1. Achieve £300k cashable savings through procurement.	Y	The final cashable saving made by the Procurement Department was £300,871.
2. Publish a procurement diversity guide for our suppliers.	Y	Work Complete. Guide published.
3. Publish an internal sustainable procurement guide.	Y	Completed and published.
4. Conduct a full review of our estate exploring opportunities to meet operational requirements over the next five years.	Y	Project team established work streams planned and arrangements for post graduate students to assist with research throughout the 09 summer period.
5. Pilot and evaluate vehicle mounted mobile data terminals.	Y	The pilot is now complete. The trial identified potential major benefits and purchase of the mobile data terminals has been approved.
6. Roll out an improved Duty Management System.	N	It has been recognised from the experience of other Forces that implementation of the Duty Management System would best follow an upgrade of computer software. The upgrade is scheduled for 2010 and the Duty Management System will follow in 2011.
7. Roll out scheduled response policing.	Y	The Scheduled Service arrangements are now embedded across the Basic Command Units. Improved diary arrangements directly linked to Command and Control are being developed.
8. Deliver enhanced call management gradings and response to scheduled calls for service.	Y	The Scheduled Service end year figure is 40% of calls. The modernisation programme is scheduled to go live in September 2009. The programme has led to the release of 8 PC and 2 PS posts to reinvest into service delivery and increased supervision. This will bring savings for the budget in 2010/11 onwards. The new incident crime and response policy has been submitted to the Chief Officer Group for approval.
9. Through our local objectives improve our responsiveness for calls for police assistance. .	Y	The organisation has implemented new 60 minute response time and Personal Development Reviews are set to reflect the Policing Pledge commitments. Briefings on what the Pledge means to staff are underway and guidance has been issues on force web pages. The new Crime and Incident Response policy has been drafted and aims to bring better flexibility in achieving response times.
10 Embed the Flanagan principles, streamlined crime recording and stop and account.	Y	Changes to crime recording processes have meant that less crime is filed at first receipt and more victims of crime receive a personal visit (On City Basic Command Unit alone this amounted to over 2,000 people during the pilot.) Crimes are now allocated within 24 hours as opposed to an average of 76 hours before the pilot. Between July 2008 and September 2009, 4728 crimes were resolved by way of community resolution. Stop and account is now being recorded on Airwaves, saving the equivalent of 92 ten hour shifts equating to £38,000 of police time. Training delivered to response teams, neighbourhood teams, LSTOs, PCSOs and Special Constables for restorative justice.
11 To examine opportunities to broaden the discretion that officers have to deal with local issues.	Y	Higher level training now being given to Neighbourhood teams. Work with Partners in progress. 2666 crimes resolved as of end of year. Streamlined crime processes and use of resolution amount to non-cashable savings in excess of £450,000.
12 Develop the infrastructure to support incremental roll out of IR3 (Satellite Tracking Technology).	Y	The infrastructure is now in place.

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13	Roll out IR3 (Satellite Tracking Technology).	Y	A Project Manager has now been assigned to deliver the roll-out. Currently activity is centred on highlighting the final vehicles that are yet to be fitted with iR3 transmitters. In addition, there is a program for the remedial replacement of aerials on a portion of the Ford Focus fleets whose electrically heated windscreens affect functionality. It is expected that all Fleet vehicles (where warranted) will be fully operational by end Sept 09. Automated Personnel Location System (foot officer mapping) is currently working into the Contact Management Department Vantage environment and work is underway in early June 09 to provide the same level of functionality into the iR3 web-based tool.
14	Roll out incident response model.	Y	The City BCU has now adopted the Incident Resolution model as normal business. North and South Basic Command Units are developing their incident resolution models. These are being informed by the demand profile software and take account of the geographic differences that the Basic Command Units have.
15	Develop working practices and standard operating procedures capitalising on the additional performance data provided by IR3 (Satellite Tracking Technology).	Y	The iR3 User Group has been tasked by end of June 09 with producing a document for consideration by Chief officer and senior managers within the organisation.
16	Complete our Human Resources restructuring ensuring that this supports our business objectives	Y	The Human Resources restructuring has now been implemented. New appointments have been made to the roles of Human Resources Director and Head of Human Resources Operations.
17	Work towards implementing professional qualification / accreditation for contact management staff (National Vocational Qualifications)	Y	National Vocational Qualification is being rolled out. The Force is currently training the A1 assessors. The proposal is to make this qualification compulsory for new recruits and the new customer service team, with rest of the department to follow within 3 years.
18	Achieve 59.5 working hours or less lost on average per police officer per year.	Y	The end of year performance is 50.8 hours per Officer so this target has been achieved.
19	Achieve 59.2 working hours or less lost on average per police staff per year.	N	Police Staff sickness failed to reach the end of year target of 59.2 hours. However, it should be noted that the current Police Staff monthly sickness rate is at its lowest level for over two years. Whilst the number of return to work interviews and management interventions are at an unprecedented high level the Force aims to improve the quality of these through management training and implementation of quality audits. Other areas of focus for next year include plans to reduce the numbers and the absence length of staff on long term sickness.
20	Achieve 13.5% of police officer recruits from ethnic minority backgrounds.	N	From a total of 161 probationers recruited this year, 10% (16) were of ethnic minority origin. The target for next year is 15% which means 15 Officers from ethnic minority backgrounds out of an approximate intake of 101, will need to be recruited for this target to be achieved. The recruiting department will continue to campaign in communities in a drive to encourage more ethnic minority applicants to the Force. The current targeted marketing approach showed that by the end of the reporting period, 29% of applications sent out were to ethnic minority applicants. Currently there are 37 BME applicants at various stages in the recruiting system.
21	Increase the proportion of female officers to 24% of overall numbers.	Y	End of year performance is 24.6%, target met and exceeded.
22	Corporate Communications to develop and commence implementation of an internal communications strategy.	Y	Implementation phase begun with view to using internal poster campaign to significantly impact on staff understanding and implementation of confidence agenda by September 09.
23	Work closely with the other East Midlands forces to identify further collaborative procurement and other operational opportunities.	Y	There has been notable achievement such as securing the mobile data funding (over £8m across region) and delivery of opportunity benefits. Other regional projects, both procurement and operational are within project timescale. All projects are subject to regular updates at the Midlands Regional Collaboration Board and the East Midlands Police authority Joint Committee.

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24	Explore transport management collaboration opportunities with Northamptonshire Constabulary.	Y	The collaboration arrangement between forces at a tactical level has delivered quantified benefits to both Forces. However the scope for greater collaboration on a strategic level involving the sharing of workshop facilities and administration arrangements has been demonstrated not to derive either financial or operational benefits. Other collaboration options are currently being explored. The tactical level collaboration continues
Serious Crime & Protection			
1.	Develop Basic Command Unit based Proceeds of Crime Act operational capability and capacity.	Y	The units are now in place on the BCUs and the force is now finalising staff accreditation.
2.	Recover £1.25 million of criminals' assets.	Y	The value of confiscation orders achieved for this year is £2.7 million. The Asset Recovery SPI was achieved due to the conclusion of a long running case which resulted in almost doubling the figure previously achieved. In January 2009 the Constabulary's approach to economic crime was inspected and described as an exemplary and innovative approach to the use of the Proceeds of Crime Act with the legislation being utilised at every level of policing.
3.	Establish joint business plans with courts and the Crown Prosecution Service to focus on asset recovery.	N	The police have worked closely with partners to achieve this target. The joint strategy is being prepared by Crown Prosecution Service for the next scheduled partnership working group meeting in May 09. If approved, the strategy will be taken forwards to the Local Criminal Justice Board for sign off.
4.	Through collaboration develop high level witness protection procedures at Force and regional level.	Y	A witness protection policy and procedure document is in place to deal with high level witness protection issues.
5.	All Senior Investigating Officers to attain Professionalising Investigation Programme Level 3 accreditation.	Y	Overall 6 Senior Investigating Officers have attained accreditation and 6 are working towards Professionalising Investigation Programme 3. The low number of murder offences throughout the force area last year led to delays in accrediting some Senior Investigating Officers. All Senior Investigating Officers need to demonstrate ongoing competence within the coming Personal Development Review year.
6.	Major crime detectives to achieve Professionalising Investigation Programme Level 2 accreditation.	Y	Major Crime detectives have achieved competence within the Personal Development Review year and are now required to demonstrate ongoing competence as part of the Personal Development Review process.
7.	Implement new procedures for the National Ballistic Intelligence System.	Y	The National Ballistic Intelligence System is now fully introduced within the Force and has been adopted by Crime Support and the Basic Command Units. The recruitment of the National Ballistic Intelligence System Coordinator is progressing well with a number of applicants applying for the post and the interview selection process is being planned for the near future.
8.	Develop kidnap and extortion response capabilities.	Y	The Kidnap & Extortion Strategy Group is currently working on drawing up the new Force response policy and this will be completed towards the middle of this year. Development work in relation to the establishment of a specialist facility in force for dealing with kidnap is well underway. Several training days have been undertaken in relation to our response to kidnap and extortion offences and a new computerised system has been purchased and will be integrated into our response to this type of crime.

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9.	Achieve 5% reduction in most serious violent crime.	N	The year on year comparison for recorded serious violent crime (SPI 5.1) showed a 3.1 reduction, just 11 offences short of achieving the 5% reduction target. In relation to knife crime, no reduction target was set as any new indicator inevitably leads to increased recording as greater scrutiny is applied to the recording and classification of offences. In view of the importance of this type of incident, following benchmarking in 2008/9, a 5% reduction target has been set for 2009/10.
10	Achieve 5% reduction in recorded life threatening and gun crime per 1000 population.	Y	End of year figures show a 12% reduction in the number of crimes recorded under the gun crime indicator; this follows disturbing increases in serious firearms offences reported in 2007/8 and the welcome investment by the City Council and the Authority in resources to combat gun crime. Within the City BCU a team (known as Spartan) was established to investigate serious crime involving guns and gangs and to target serious criminals engaged in gun crime. Over the last year the team has dealt with a large number of offenders involved in kidnap, possession of firearms and possession of drugs.
11	Benchmark serious knife crime levels.	Y	Benchmarking is an ongoing process.
12	Achieve 55% detection rate for offences brought to justice for serious violent crime (joint target with Local Criminal Justice Board).	N	End of year detection rate is 46.1%. Although an improvement since last reported this was not sufficient to meet the required 55% detection rate. A welcomed initiative is the investment by the city council and the Authority in resources to combat gun crime. Within the City BCU a team (known as Spartan) was established to investigate serious crime involving guns and gangs and to target serious criminals engaged in gun crime. Over the last year the team has dealt with a large number of offenders involved in kidnap, possession of firearms and possession of drugs. To provide some context as to the volume of crimes this team has investigated over the last 12 months, 113 prisoners were dealt with, 35 of these ended up being charged. 236 crimes were investigated with a total of 92 arrests being made. 54 weapons were seized and £37,600 was recovered. It is anticipated that the support provided by additional staff will impact on performance in relation to serious violent crime in 2009/2010.
13	Provide seven day resilience within our fingerprint department.	Y	7 day working commenced on 09 th March 2009.
14	Establish Protection of Vulnerable People teams within the Community Safety Bureau of each Basic Command Unit.	Y	Basic Command Unit Protecting Vulnerable People teams established since 31 st March 2008
15	Expand our hi-tech crime unit to ensure enhanced service delivery around the forensic analysis of computers.	Y	Second member of staff commenced employment on 1 st September and a Supervisor commenced employment on 6 th October 2008.
16	Benchmark the proportion of victims of serious sexual offences aged 16 and above (who report the offence to the police) that receive support from a specialist sexual violence and abuse service.	Y	The introduction of the SOLACE Unit has seen a 66% increase in police referrals to Juniper Lodge, our sexual assault referral centre.
17	Benchmark re-offending rate of Category 1 registered sexual offenders who are being managed at Levels 1, 2 and 3.	Y	During this reporting year, the force has had only one Category one offender managed at MAPPA levels 1, 2 or 3 that has committed a serious further offence (defined as murder, attempted murder or rape). For 2009/2010 the MAPPA Strategic Management Board will provide statistics in relation to a more detailed schedule of offending (as defined in the 2009 MAPPA Guidance at Appendix 8).
18	Achieve 25% detection rate for offences brought to justice for serious sexual offences (joint target with Local Criminal Justice Board).	N	<p>The end of year detection rate is 22.9%. The overall sanction detection rate for serious sexual offences was missed by 18 detections.</p> <p>In April 2008, the force established the Serious Sexual Offences Working Group to oversee the force performance in relation to sexual offences.</p> <p>The Force continues to work closely with the CPS and other colleagues to improve this performance, concentrating on offences of rape. The force plans to holistically review how it serious sexual offences. The outcome of this will be a clear action plan which will aim to significantly improve service to victims and achieve step changes in holding perpetrators to account.</p>

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	Assertion in Local Policing Plan 2008/09	ACHIEVED	Comment on extent to which achieved in April 2008 to March 2009
19	Provide in-house capability to increase our search and recovery in water and flooded areas.	Y	A boat has been purchased and officers have been trained in rescue activities.
20	Mainstream Automatic Number Plate Recognition capability.	Y	Work is in progress to develop Automatic Number Plate Recognition as intelligence and investigative tool within the Force Area and the application is seen as one of the corner stones of a Real Time Intelligence Project.
21	Establish a road death investigation team.	Y	Established in April 08 under the management of an Inspector.
22	Increase firearms capability.	Y	Funding has been agreed for an additional 16 Authorised Firearms Officers. Recruitment is progressing in accordance to work force planning schedule.
23	Undertake preparatory work for the 2012 Olympics.	Y	Scoping is now complete. A regional Civil Contingencies Chief Inspector post is being funded, part of their role will be to consider the regional implications of the Olympics.
24	Implement Business Continuity Management Strategy.	Y	This target has been achieved by the Force Risk Management Group. The Force continues to use PDG to prioritise and focus resources and manage risk alignment with the threat to achieving targets. The Deputy Chief Constable is currently working with the Chair of the Performance Panel to ensure performance management meetings across the Force are consistent and effective. In addition to this, Corporate Development is working alongside Area and Department strategic leads aimed at improving performance in specific areas. The Force is aware that the targets for next year are challenging but these aim to place the force in the position of improving it's ranking nationally so that it can be meet it's aspiration to be "Second to None
25	Roll out an electronic risk register.	Y	Electronic Risk Register deployed, training of staff taking place.
26	Engage at local, regional and national level with other responders, partners, agencies and dependants to develop effective Business Continuity Management.	Y	Force lead chairs a regional East Midlands Police Business Continuity Forum and is a member of the National Police Steering Group. The Force also leads part of Cabinet Office Category 1 responders working group and with Local Resilience Forum partners on working group.

	Assertion in Local Policing Plan 2008/09	ACHIEVED	Comment on extent to which achieved in April 2008 to March 2009
<h1>Local Priorities</h1>			
1.	To maintain and where possible improve on the provision of an excellent quality of service at front enquiry offices. To reduce the level of police officer and PCSO hours deployed to front enquiry offices whilst maintaining or improving on the 95% opening of published opening hours.	N	The final end of year results showed that the Force had to cover opening hours with operational Police Officers/Police Community Support Officers on 7.6% of occasions (target 5%). This full year result was largely influenced by particularly high abstractions needed during the period July to October 2008. Although abstractions each month since that time have been significantly less, it was not possible to achieve the overall target. One of the good outcomes is that presently the Force is experiencing very high levels of internal transfer of Local Support Team Officers into other police posts such as Police Community Support Officers and Constables. So although this creates gaps in the Front Enquiry Offices which need to be backfilled, the staff are not lost to the organisation. At the same time there have been a number of maternity and health abstractions. The combined effect has placed a substantial strain on the Force in meeting the local objective of achieving the 5% figure, however, the published opening hours have not been compromised or the level and quality of service provided.
2.	To maintain and where possible improve on the provision of an excellent quality of service with regard to call handling standards. To answer 87% of Call Management non-emergency calls within 30 seconds.	Y	Target has been achieved, as has the stretch target for answering 88% of non emergency calls within 30 seconds.
3.	To maintain and where possible improve on the complaints handling process. To locally resolve 50% of eligible complaints against the police with a stretch target set of 55%.	Y	The end of year target of 50% has been achieved. This represents 502 cases closed during the year of which 271 were closed as Local Resolution. This objective has been carried forward into 2009/10 with a new target of 55%.
4.	To maintain and where possible improve on beat officer and neighbourhood PCSO abstraction.	Y	Over the twelve month period, the Force kept abstractions of Patrol Beat Officer and Police Community Support Officer combined to 5% so this means that the target was achieved. The target is to be carried forward into 2009/10.
5.	To maintain and where possible improve on the number of grade 3 incidents dealt with by Scheduled Response	Y	Good progress has been made during the year and the target for the month of March has been achieved. For 2009/10 this local objective has been retained with a higher target of dealing with a minimum of 30% of grade 3 incidents by scheduled response for the full year.
6.	To develop youth involvement in Police Authority and Force engagement protocols.	Y	Progress towards this objective has taken place throughout the year culminating in a full discussion document which was submitted to the Police Authority, for discussion earlier this year.
7.	To ensure each Authority member undertakes a development review by 31 March 2009.	Y	Every member of the Authority as at 31 st arch has undergone a development review in the year to date.
8.	At the end of the financial year each member shall publish an account of their Authority activities.	N	12 of the 17 members provided an account of their authority activities and these were placed on the Authority website.