



KIM MCGUINNESS
NORTHUMBRIA
**POLICE & CRIME
COMMISSIONER**

Police & Crime Plan

2021–2025

Fighting crime.
Preventing crime.
Improving lives.



A message from your Police and Crime Commissioner.

I have always been passionate about the North East and I am honoured to have been elected to represent the views of local people so we can work together to make real change happen. As your Police and Crime Commissioner, I'm here to give you a voice on police and crime matters. My job is to oversee our police force because that's what it is – our force.

To everyone who took part in the huge consultation we held to help shape this plan, I am very grateful, and in return you have my word; I will make sure Northumbria Police delivers on its commitments to keeping you, your family, and your community safe. I want to make sure that not only are officers out there fighting crime and responding to emergencies but that we are planning for future generations and preventing crime from happening too.

So what we have created here is a four year plan which, crucially, will also see us through a critical time when we are learning to live with and recover from a pandemic which has placed immense strain on us all. Northumbria Police has certainly had to adapt to a great deal over the last 12 months and I'm very thankful for the hard work and dedication we have seen right across our force during such challenging times.

Here in the North East, we have a force that listens well, responds to views and ideas and puts them into action. A force that isn't afraid to be bold and do things differently and a force that is committed to improving its performance and the service it provides. We all want the North East to be the very best it can be and feeling safe, secure and supported by our police is at the heart of this.

We are already delivering real change and this plan is our opportunity to build on that. Before COVID-19 took hold and we went into lockdown, our region saw knife crime fall 17 per cent compared to the previous year – a really promising drop. And from April 2020 to March 2021 the force will have taken on 459 new officers. Not only is this well above the targets set by government but it's record level recruitment for the force as we work to reverse the numbers cut by austerity. I know that building our force back up is what local people want to see – a strong police force, fit for the future and that's what this plan sets out to achieve.

This is your plan so let's keep talking. You can follow the work of my office on Twitter, Facebook and Instagram where I will regularly keep

you informed of everything that's happening. You can sign up to my newsletter on my website too.

I look forward to working with you and Northumbria Police on bringing this plan to life.



Kim McGuinness
Police and Crime Commissioner



About this plan.

This Police and Crime Plan sets out how your priorities will be acted on by Northumbria Police, covering the years 2021 to 2025.

The document goes over the key areas of focus the force will be expected to deliver on, alongside other national policing requirements. It was put together after a region-wide consultation process in which thousands of residents and organisations had their say on what those priorities should be.

This plan will form the basis of how I hold the force to account for you the public, and as part of that process I will report regularly on the force's performance towards your priorities.

The plan also commits our region to working together, and I will continue to work with community safety organisations, victim support, criminal justice services and others to ensure our streets are safer.

Alongside this, the Strategic Policing Requirement identifies threats to national security and risks that need to be countered by countrywide policing capabilities. I am committed to supporting Northumbria Police in playing a full and active role in tackling national threats such as terrorism, civil emergencies, threats to public order, national cyber or digital crime and child sexual abuse. Forces need to work collaboratively on these issues and the Chief Constable and I will ensure that Northumbria Police can play its part.

Of course, policing is a constantly evolving process, and our lives and community needs also change. That's why I am committing to an annual refresh of this plan, making sure it is still relevant to the needs of our region.

If you have any thoughts on policing and crime prevention, you can contact me at enquiries@northumbria-pcc.gov.uk

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Policing at a glance.

Our wonderful region stretches for more than 2,000 square miles, from the Scottish Border to County Durham; from the Pennines to the North East coast. It is made up of North and South Tyneside, Sunderland, Newcastle, Gateshead and Northumberland. Our region has it all – rural, urban and coastal communities – and they all need their own special focuses.

There are 632,061 households in Northumbria, 32% of the population is aged 20-44 years-old, whilst 18% is aged over 65. 29% of families (181,208) have someone with a long-term health problem or disability. Almost 95% of the population is white, while 5% (77,106) are from minority ethnic groups, mainly Asian or Asian British (3%). 69% of Northumbria people identified with a recognised religion. 66% said that they were Christian, 2% are Muslim and many other religions were also followed in smaller numbers.

Northumbria has three large shopping centres – the Metrocentre, Eldon Square and The Bridges, and four universities – Northumbria, Newcastle, Sunderland and the Open University in the North.

Ours is the 6th largest force in the country and is made up of three Area Commands.

Working for Northumbria Police are 3,154 police officers; 1,649 police staff; 125 Special Constables and 204 Police Community Support Officers. At the time of writing, we are going through our biggest recruitment drive yet and are working hard to build our police officer numbers up after a decade of austerity.

My office has a relatively small team who work to make Northumbria Police accountable to you, managing the budget and the police estate, driving collaboration, working with a wide range of partners, commissioning services and delivering a Violence Reduction Unit.



Northumbria Police on a typical day:

• Phone calls received	2,444
• 999 calls	672
• Incidents recorded	1,134
• Crimes recorded	402
• Arrests made	84
• Miles travelled	30,991
• Serious road collisions attended	4
• Breath tests administered	12

Amongst other crimes, officers will deal with:

• Residential burglary	14
• Thefts	83
• Thefts from motor vehicle	15
• Thefts of motor vehicle	6
• Violent crimes	146
• Robberies	2
• Road traffic incidents	16
• Missing person reports	29

Plan on a page.

The North East is one of the safest places to live in the country, and it is my job to ensure it remains that way. I will give the force the resources it needs to tackle these crimes, keep you safe, and reduce crime in your community.

In Northumbria, we are committed to preventing crime before it is able to manifest itself in our communities – we believe that by working with, and improving the lives of our communities, we can prevent this occurring. Using a public health approach, and through my Violence Reduction Unit, we will work with individuals and families to improve lives to prevent crime.

Crime can destroy livelihoods and communities, and that is not right. I am committed to ensuring victims of crime get the best possible support and they are put at the heart of the criminal justice system. I will also invest the proceeds recovered from criminals back into communities to provide projects to improve the lives of those affected.

Fighting crime

Priority 1 Anti-social behaviour

Anti-social behaviour is an issue in many parts of our region, and in many cases it's about something other than laws being broken and criminality.

I'm committed to hiring more police officers and supporting youth services to help your neighbourhood.

I will ensure the police support others to reduce anti-social behaviour, including education providers, local councils and housing organisations.

I will report back exactly how many incidents of ASB the police have dealt with, whether this has gone up or down and what is being done to keep crime down.

Priority 2 Reducing crime

At the core of my work for the public is a simple aim; I am elected to ensure the police fight crime and keep you safe.

Crime and anti-social behaviour can damage and destroy lives, and the public want to see crime reduced – myself and the Chief Constable will continue to work together to reduce these crimes.

I will ensure the force reduces volumes of crime committed and has the technology and training needed to keep our streets safe while maintaining a focus on serious and organised crime.

I will report back on how many crimes are being committed in different parts of the Northumbria force area.

Preventing crime

Priority 3 Preventing violent crime

We need a plan to prevent people, particularly young people, getting into a life of violent crime.

That's why I set up a Violence Reduction Unit to ensure the police are not alone in standing up to violent crime and I am committed to its long-term success.

I will ensure there is a clear plan to reduce serious and violent crime – targeting the illegal drugs trade and the crime that follows this.

I will publish data on the number of crimes involving serious violence with a knife, as well as the number of hospital admissions for knife-related, serious violence.

Priority 4 Neighbourhood policing

Early intervention keeps crime down, and the best way to achieve this is with trusted neighbourhood police officers and staff.

The Chief Constable and I have agreed that neighbourhood policing is a top priority, alongside working with other organisations such as local councils to help keep our streets safe.

I will continue to invest and support neighbourhood policing, whilst engaging with communities to ensure their priorities are being acted upon.

I will seek public feedback and confidence in the force and report back on this. If this falls, I will ensure the force are held to account.

Improving lives

Priority 5 Support for victims

Being a victim of crime can undermine a person's confidence and make them unhappy or frightened. It can affect a person's outlook on life, that's why it is so important that we put victims at the heart of policing.

Protecting vulnerable victims is absolutely a priority for Northumbria Police and I will continue to make sure this focus remains.

I will introduce a new system for supporting victims of crime, whilst continuing to invest in the services that support people through this journey.

I will tell you how many victims of crime have been supported, their satisfaction with the service provided and how we are meeting the Victims' Code of Practice.

Priority 6 Tackling domestic abuse and sexual violence

Violence and abuse can blight communities and lead to devastating consequences. It has devastating, traumatic and long-lasting impact on victims, families and wider communities.

I will make it my business to encourage people to come forward and report it, and support them through their experience when they do.

I will continue to develop our methods of support, increase our education offer, build on our VAWG strategy and challenge the force to ensure the best support for victims is provided.

I will tell the public exactly how many victims have reported these crimes, how many of these are repeat incidents and how many victims are satisfied with their service from Northumbria Police.



Your priorities.

Fighting crime.

The North East is one of the safest places in the country and my job is to ensure Northumbria Police maintain their great record here. That's why my number one priority is fighting crime in our region.

Giving the force the tools to do the job.

From anti-social behaviour to serious and organised crime, we need to make sure the force has the resources it needs to keep our neighbourhoods safe.

I will continue to ensure Northumbria Police has a solid financial footing from which to plan and respond to public safety demands. After ten years of austerity, police forces now urgently need long-term funding certainty from central government, and I will continue to lobby for this for our region.

As Police and Crime Commissioner, I have backed the force with the frontline resources needed to fight crime. As part



of this, I have authorised budgets which will ensure that over the course of this plan **every police officer will have access to taser training if relevant to their role**, ensuring those who protect us are kept safe and those who threaten our safety face well-equipped officers.

I have also committed to reversing the impacts of austerity when it comes to officer numbers. Since 2010, Northumbria Police has lost some 1,100 officers and £140m from its budget.

The government has so far offered to replace only around a third of those officers, a figure which doesn't go far enough. In response to public demands for a strong police force, **I have committed to going above and beyond government recruitment targets**, including for

example, replacing departing and retiring officers.

Alongside this, **I will oversee the multi-million pound refresh of force infrastructure**, especially digital infrastructure, ensuring Northumbria Police is equipped to deal with emerging crime trends.

By giving Northumbria Police these resources I can ensure that the force is ready to deliver on your priorities.

Tackling crime.

Whether it's a small number of people making a neighbourhood unhappy with anti-social behaviour or the organised crime gangs that infuriate our sense of justice, crime has no place in our region.

This Police and Crime Plan commits the police to tackling crime, using all available resource to reduce crime and to stand by our communities for the greater good.



The illegal drugs trade.

Drug addiction destroys lives, spreads crime and fear, and puts money in the hands of organised criminals; **Northumbria Police will target and disrupt the illegal drugs trade at all levels** and I will ensure they deliver on this commitment.

Part of the answer to the drugs misery we see on our streets is direct police action, investigating drug dealers, arresting them and taking them to court. But part of the response has to be about supporting those with addictions, those people who often turn to crime to fund their addiction. **I will work with others to try and rebuild drug treatment programmes lost to austerity. This will include looking at wider help available to those suffering from substance abuse and mental health concerns.**

A new threat that has grown since the last Police and Crime Plan is the emergence of

County Lines. These are drugs networks in which organised crime groups and professional criminals from elsewhere exploit vulnerable people in rural locations, towns and smaller cities to sell drugs, often forcing people into committing criminal acts based on violence, debt, addiction and lies.

For the people at the top of these networks this is a business and it can be a sophisticated operation. For the victims who are sucked in, this ruins lives and blights communities.

Part of the solution to this will be **ensuring Northumbria Police use the full enforcement options available to break up County Lines**, and punish the gangs responsible. But part of the solution will involve finding those at risk and getting them out of a life of crime.



Serious and organised crime.

Organised crime often operates at an international level, but its impact can be seen on our streets. Every part of the force has a role to play in tackling this, especially neighbourhood policing, and I will continue to ensure Northumbria Police have the resources they need to contribute at every level.

We know, for example, that criminals involved in serious and organised crime frequently commit 'low level' crimes in their local area, sometimes creating a climate of fear. **I will back Northumbria Police to disrupt organised crime at every level**, ensuring the public can see that those who try to profit from crime are targeted and inappropriate role models are stopped in their tracks.

I will ensure your police continue targeting the organised crime groups behind the illegal drugs trade, ensuring those who seek to profit from the misery of addiction are in our sights and brought to justice.

Northumbria Police works regionally with Durham and Cleveland police forces to tackle serious organised crime as a Regional Organised Crime Unit, as well as with the National Crime Agency, which comprises operational teams, Regional Asset Recovery Team, Regional Intelligence Unit, Regional Cyber Unit and other functions.

The North East Regional Special Operations Unit provides specialist capabilities to tackle serious and organised crime in support of Northumbria, Durham and Cleveland Police forces.

Reducing burglary.

Burglary is a crime that often feels deeply personal, and many people taking part in my police and crime plan survey said they wanted to see those who commit this crime brought to justice. I'm proud to be Police Commissioner for a force that has

a strong track record in tackling burglary, and **I commit to regularly publishing burglary data** so the public can see that Northumbria continues to have a strong record on tackling **burglary**. I'll also back home safety measures in the most at risk areas to help people feel more secure in their own home.



Online crime.

Cybercrime, including online fraud, is a growing threat both regionally, nationally and internationally.

The type, frequency and sophistication of cyber-enabled crimes are continually increasing, ranging from organised crime groups to individuals targeting victims via social media.

I'll commit to raising awareness of cybercrime and fraud and enhance the force's investigation of these cases. I'll explore with the force the potential for **more dedicated cyber fraud campaigns, and back the cyber volunteers who bring even more expertise to Northumbria Police.** Many cyber-enabled crimes lead to complex investigations, and I'm committed to ensuring the force has the resources to carry these out. But we must recognise that online crime ignores all borders, and it's clear our response has to be part of a co-ordinated national approach.

Northumbria Police also need to be backed to tackle other online crimes, including abuse and exploitation. I'll work with the force to ensure those grooming children online or those who download or share images of abuse are found and those at risk are helped. I will continue to ensure early identification of child and adult sexual exploitation cases and provision of long-term support for victims to assist their recovery.

Rural crime.

Rural crime can have a devastating impact on our more isolated communities, of which there are many within our region. So, it's important to me that these communities feel heard, well-connected and supported by their police force. Recent reports have found that Northumbria continues to be amongst those least affected by rural crime but it is happening and while the figures represent lots of hard work, the fight against rural crime is still as important as ever.

Stolen farm equipment, livestock thefts and sheep worrying are all typical crimes known to impact those living in rural areas but I want to make sure issues like domestic abuse and violence aren't hidden crimes that get forgotten about in the remote parts of our region too. To make sure of this, I'm determined to keep supporting rural policing. Over the past year, I have allocated funds for investment in the police vehicle fleet, as well as tools for rural policing and **I want to keep investing further to help fight and prevent all crimes that take place in the countryside.**

I understand the negative impact rural crime can have on remote communities, but there is a real positive in the way that volunteers and local partners come together to keep neighbourhoods safe and I'm proud of this. **We will remain proactive in policing rural crime to ensure communities are protected.** In recent years, we've seen Farmwatch and Operation Checkpoint, our network of rural crime volunteers, go from strength to strength and we need to build on this. With such a vast, largely isolated landscape, every bit of intelligence gathered and every report of suspicious activity can make a difference, and it does.



Responding to your needs.

In order to fight crime, people need to have the confidence that the force will respond when they are called upon. We know that satisfaction is linked to the experience at the first point of contact with the police and in keeping the caller updated. **I will ensure that when you call the police there is an appropriate response.** Emergency calls to the police need an emergency response, and **I will ensure the force continue to focus on response times.**

When incidents come into our control room they are assessed using an approach called THRIVE, which is used by policing nationally to determine how best to respond. THRIVE stands for Threat, Harm, Risk, Investigation opportunities, Vulnerability and Engagement. This assessment allows a judgement to be made about the response required and places the needs of the victim at the centre of that decision. Your force will continue its commitment to this approach to help provide victims with a bespoke response fitting their needs based on what has happened.

As part of this commitment, I will publish regular information setting out call handling and response time data.



Business crime.

In the North East we boast a strong, vibrant business community and it's vital we do all we can to protect it. The impact of business crime can be very damaging, particularly to small or medium sized enterprises – losses can ruin them. I'm pleased with how local business owners recognise the importance of working closely with our officers, sharing intelligence and making sure they're taking the right steps to prevent them from being targeted by criminals. I will make sure Northumbria Police keeps building on its focus on preventing and fighting business crimes such as theft, cybercrime and fraud.

I will also continue to give my full support to schemes and initiatives that help raise awareness and tackle issues in the workplace too, from the continued roll-out of our nationally-acclaimed Hate Crime Champions Scheme to lending my support to the Co-op's Respect for Shopworkers campaign.



Your priorities.

Preventing crime.

I will continue to fight for a well-resourced police force to ensure public safety, but we cannot simply arrest our way out of crime. As your Police and Crime Commissioner I have worked with the Chief Constable to ensure we are intervening to stop crime in its tracks.

One key tool in that mission has been the Violence Reduction Unit. I established this team with the belief that if we improve lives we can prevent crime, especially violent crime.

I am committed to **using a public health approach to reducing violence**. That means treating violence the same way we would a disease, recognising the symptoms, understanding the causes and then stopping its transmission, helping people to avoid it and giving people the tools they need to tackle it.

There is a strong commitment across Northumbria to tackle the root causes of violent crime and in the years ahead, the prevention element of the region's violence reduction efforts will focus on a package of measures to reduce crime.

This will include taking a direct approach to intervening with those who are showing signs of vulnerability or are on the fringes of criminal/anti-social activity. This will take the form of **direct intervention with**

young people, working with those who could become the biggest risk to others, alongside key services and organisations to address wider needs of other family members such as siblings.

I will back continued funding for the life-changing youth workers at the You Only Live Once (YOLO) project. This scheme involves matching young people to footballing and other mentors from the Foundation of Light and the Newcastle United Foundation and has had many success stories to date. Working with 8-14 year-olds, the scheme supports those who are at risk of slipping into a life of crime. It's about showing young, often vulnerable people, that there is another way – anti-social behaviour, knife crime and violence don't have to be a part of your life, it's not too late.

Alongside this, it is clear that after ten years of government austerity we need to **increase the provision of family support within areas of most need**. This approach has two elements: the promotion of universal services to all and the targeting of specific services to those who need them at the earliest opportunity.

The Community Link Worker projects, funded by the Violence Reduction Unit, are an example of the long-term approach we are seeking to support families most in need – empowering them to develop resilience and seek out support services at the earliest opportunity. By utilising those with lived experiences to develop relationships with families and knock down previous trust barriers, we aim to reduce the burden on frontline services such as the police.

One way I will help keep people, especially young people, out of crime is **support for youth services**. Effective youth diversion can reduce crime and create better outcomes for young people. But after a decade of austerity, youth services are already cut back. There is strong evidence that early involvement in the criminal justice system significantly increases the likelihood of young people reoffending,

but there is also evidence that effective youth diversion is better for young people than getting stuck in the criminal justice system. I will work with others to ensure young people have the option of doing more than just hanging around on street corners and getting enticed into anti-social behaviour and other crimes.

We see the benefits of youth diversionary work when we look at the criminal gangs that young people could otherwise be involved with, and this is especially true of the emerging County Lines style drugs trade.

In order to prevent vulnerable people being coerced into gangs or exploited through the people behind County Lines drugs-dealing operations, **I will ensure young people are aware of the dangers and risks involved in criminal gangs**.

We will continue to do this through education and intervention – both in school and colleges, and community settings. Through our Education Engagement Team we are able to engage thousands of young people a month in a safe and trusted setting. Then to complement that, our intervention partners can engage with a different audience in the community and work with young people to direct them away from criminality, and address any needs identified.

We live in a safe region, and part of the reason for that is because across many different sectors there are people dedicated to keeping the North East safe. As your Police and Crime Commissioner **I will coordinate this early intervention and prevention approach and implement a serious violence and criminal exploitation strategy** to ensure we are all working together to prevent crime.

One key way to prevent crime is by working with local councils and their Community Safety Partnerships, and I will continue to work with these organisations as a key part of delivering on your priorities.

Reducing reoffending.

In some cases, the police and other criminal justice organisations are dealing with people for who criminality is already a way of life. A small number of repeat offenders are responsible for a significant proportion of all crime. As is the case nationally, evidence shows that short-term custodial sentences are ineffective in terms of rehabilitation and desistance from crime. 64.5% of prisoners released from sentences of less than 12 months reoffend within one year. This is much higher than the 38% who reoffend after serving a community-based sentence. For dangerous criminals, prison should always be an option, but we need to explore out-of-court action for others, where swift justice can benefit everyone.

There is local evidence to suggest that most victims are happy with the outcome of a conditional caution which requires the offender to engage in a rehabilitative intervention and makes sure the offender faces up to the impact they have had on the victim.

I will work with **probation and other services to promote changes which are known to reduce reoffending such as opportunities around employment, training and education.** We will seek to engage at the earliest opportunity and support and guide individuals to access services to address their issues.

Access to employment and training is widely recognised as a significant factor in relation to offending and successful rehabilitation. By providing additional support to address the need, we are increasing the likelihood of individuals maintaining engagement with support services and reducing offending behaviour.

I will develop and implement a strategy on reducing reoffending which understands and addresses factors which can lead to criminal behaviour including mental health and substance misuse.



Roads policing.

Many of you have expressed your concerns about people driving too fast and not paying attention to the roads in your neighbourhood. Every year too many lives are lost on our region's roads due to reckless, dangerous or criminal motorists. So, our objective is clear – **reduce harm on the roads and promote safer driving.**

I will work with the Chief Constable to enhance our road safety initiatives throughout both our rural and urban areas. We will also make sure Northumbria Police's long-standing commitment to road safety through Operation Dragoon continues to address your concerns. Together, **we will develop fresh educational campaigns and carry out targeted enforcement.** While we continue to focus on education, cameras are another tactic to help tackle those unwilling to follow the rules. **Speed camera vans will be out in the areas**

where local residents have asked for them and there is intelligence to suggest they will make a difference. We will do all we can to keep neighbourhoods safe. Road safety doesn't just concern those behind the wheel either, and from what you've told me we need to **keep promoting the message that roads are a shared space for all users.** As well as working with others to offer advice to vulnerable road users, helping them to drive safely and responsibly, **we need to ensure action will be taken against those who endanger other road users and pedestrians.**





Your priorities.

Improving lives.

Crime, and the fear of crime, can cause far-reaching damage both to individuals and local communities. I want to make sure no one suffers alone, and that there is always support available for victims of crime or parts of our region that have been hit by crime.

As part of this commitment, I have reformed how victim services are delivered, to ensure there is a support team there to help those feeling vulnerable after being a victim of crime.

I have also committed to **taking money illegally earned by criminals and giving it back to local communities.** I set up a community fund that uses money recovered from criminals to benefit grassroots projects, and over the course of this Police and Crime Plan I will top up that fund with money recovered through the Proceeds of Crime Act.

Supporting people through the justice system.

Whether you are a victim of crime or a witness, I understand that navigating the criminal justice system can be daunting, and as your Police and Crime Commissioner, I want to put victims and witnesses at the heart of the criminal justice system. I will work with partners to ensure a **fair, just and effective progression of cases.** In particular, work will continue to improve the timeliness and effectiveness of domestic abuse trials within Northumbria Magistrates' Courts.

The Victims' Code of Practice sets out a level of service victims should receive from the criminal justice system. As PCC, **I will monitor Northumbria Police's performance against the code** and ensure they comply with the things you said were most important to you including:

- written acknowledgement that a crime has been committed;
- an assessment of your support needs as a victim of crime;
- opportunity to make a Victim Personal Statement telling us how the crime has affected you;
- feedback on the progression and outcome of your case; and
- the Victim Contact Scheme that, if needed, provides advance notification of a prisoner's release.

At present, a priority for us all remains the impact that COVID-19 has had on the progression of cases through the Criminal Justice System. Locally, I have commissioned a Recovery Group where the police, CPS and courts are working together to reduce delays and **provide opportunities for victims and witnesses to give evidence remotely.**

I'm also committed to influencing, where I can, the bigger picture. By changing the whole system nationally, we can

improve the experience of everyone seeking justice. This is why I have, and will continue to, lobby government to roll-out an innovative Northumbria pilot scheme, which has seen the success of offering free and independent legal advocacy to complainants of sexual violence and abuse.

As was evidenced in a report by Loughborough University, it would cost the government just £3.9 million annually to get legal help to victims in need, in England and Wales. We've seen how doing this has improved best practice in police and CPS responses, and improved the overall victim experience. Committing funding to this would be a small price to pay to help improve conviction rates and treat victims with the respect they deserve. I will do all I can to continue speaking out for victims so we can improve lives and prevent further crime.



Stalking and harassment.

I am pleased that Northumbria Police have pioneered new ways of investigating stalking, harassment and coercive control using a range of advanced technologies. Welcome improvements have also been made to the risk assessment process.

Stalking, whether in person or online, is a distressing and potentially life-threatening crime and must be taken very seriously.

I will work with Northumbria Police to ensure that relevant legislation and powers are effectively adhered to, and measured in my scrutiny process. I know that many victims of stalking want to see concerning behaviours result in immediate action – to protect the victim and effectively deal with the perpetrator. With thorough training, **officers will be able to intervene and take action at the earliest opportunity.**

Hate crime.

Tackling hate is an area in which we are leading the way – with a nationally acclaimed Hate Crime Champions Scheme. This programme helps people explore the impact of hate on victims and the wider community, the barriers to reporting and the best ways to seek help.

While I am proud to be Police and Crime Commissioner of such a welcoming region made up of many diverse communities, there are always some people who want to incite hatred and that's completely unacceptable. I want all victims to feel listened to, whoever you are, whatever your background. I want you to know that Northumbria Police are here for you and **we are committed to ensuring that all victims get the right support to overcome their experience.**

I recognise the importance of reaching out to those communities who are perhaps uncomfortable contacting the police.

We will do all we can to strengthen relationships with all communities and we will continue striving to recruit from

a diverse range of backgrounds to better reflect the communities we serve.

My vision for equality, diversity and inclusion is one where everyone is treated fairly and with respect, and has the right to the same opportunities, freedoms and equal access to services. We value and celebrate the differences of individuals and communities by embracing people's different perspectives, ideas, knowledge and cultures to strengthen communities. By recognising the benefits of a diverse workforce where difference is welcomed, people can use their unique talents to provide services that meet the needs of diverse communities across Northumbria.

As part of this commitment, I will ensure the police recruitment process reflects the diversity of our region. Your force should look like your community.

Community cohesion and extremism.

It is crucial that people get on well together, respect differences and work towards achieving shared goals.

Working with communities is at the heart of what Northumbria Police does. I will continue to support all efforts working with partners to strengthen relations, understand issues and improve cohesion. As well as actively tackling extremism, I will ensure our force continues to build on collective efforts to prevent vulnerable people from being drawn into extremist activity.



Mental health.

After a decade of austerity and cuts to public services, mental health concerns are a regular feature of day-to-day policing. Like other forces, Northumbria is now routinely dealing with the consequences of reduced availability of mental health services. Northumbria Police have been responding to an increase in complex cases in which their frontline officers are acting as the first point of contact to people with mental health needs that are in crisis.

Alongside this pressure, our victim support services report that mental health is the main support need being presented by victims and referrals to specialist mental health services remain high.

Northumbria Police will continue to promote mental health awareness and **work with other emergency services to make sure that people facing a mental health crisis get the appropriate support.** But this will not in itself solve the problems we face. I will continue to lobby for better resourced mental health services.

Complaints.

I take complaints about Northumbria Police very seriously and want to make sure that the service provided to communities is professional, effective and efficient.

It is important your complaints are listened to and that you receive a timely response from Northumbria Police. Often complaints can identify areas where service delivery can be improved and I receive regular reports from Northumbria Police that tell me how many complaints have been received. These can identify any trends in complaints, disparity between different communities or geographical areas within Northumbria and most importantly any learning that Northumbria Police have identified from analysis of their complaints process.

Use of force and stop and search.

I know that for the public to have confidence in the police, there needs to be trust that the police will treat them with respect, make fair decisions and take time to engage and explain their actions.

Some areas of business cause concerns for communities and can impact on confidence and trust in a significant way. We all know that for the police, the power to stop and search people who they suspect of being involved in crime is an important crime-fighting tactic. As part of my scrutiny programme, **I will ensure that stop and search is only used when police have sufficient grounds to act** thereby protecting communities. Where there is disparity between different racial groups, the police will work to reduce this rate.

When fighting crime, there will sometimes need to be a use of force, such as handcuffs. On your behalf, **I will monitor the use of force by Northumbria Police.** I want to know that they understand where and how these tactics are used, any disparity in their use and that ongoing internal and external scrutiny can see that force, when used, is applied lawfully and proportionately.

Environmental policy.

Northumbria Police is a major employer and provider of services to the community, and its activities and operations will inevitably have an impact on the environment. I will continue to ensure the force works to reduce its carbon footprint, especially in areas such as building design or supply chain issues.

Your plan in action.

Anti-social behaviour.

Anti-social behaviour is a concern in many parts of our region; it is one of the most frequent issues reported to the police and undoubtedly impacts on the lives of many people.

ASB concerns include the behaviour of some neighbours, people behaving in a loud and disorderly manner, public drinking or drug use, dog fouling, littering and riding of motorbikes. The people involved often concentrate in public areas such as parks and can impact on the sense of safety of the wider community.

Northumbria Police are committed to addressing anti-social behaviour in both urban and rural settings. We know that to do so effectively requires working with others including local councils, youth services, housing providers, schools and further education providers, businesses and the voluntary sector to understand the causes and intervene to change behaviour.

We saw the benefits of working together like this during the COVID-19 pandemic, when reports of anti-social behaviour increased. The police deployed dedicated task forces and met weekly with each local authority to discuss the response in that area and coordinate work with businesses, public transport providers, education and voluntary sector organisations.



I will improve this by:

- Working with your councils to build joint ASB task forces, ensuring every local organisation plays their part in working alongside the police to address concerns about ASB. I will support the roll out of this approach to some of our most affected communities. Such projects are already established in Gateshead and Southwick and are being developed in Ashington, Wallsend and other areas. These are working. Let's establish more.
- Ensuring your ASB concerns are acted on, the police and local authorities, in consultation with my office, will review and redevelop the ASB case review process to ensure repeat incidents of ASB are identified and get a prioritised response. I will ensure these are used to their full effect to support victims of ASB and that you can find out about this easily.
- Continuing to hold senior police and local authority leaders to account for their response to community concerns around ASB, my expectation is that the public will get a prompt and effective response with these organisations jointly taking ownership to address the causes and prevent repeat incidents. I will continue to support investment in youth services and diversion programmes to provide young people with life opportunities.

I will publish regular crime and policing data to show you –

Every three months, I will tell the public exactly how many incidents of ASB the police have dealt with, whether this has gone up or down and what is being done to keep crime down.

Your plan in action.

Reducing crime.

At the core of my work for the public is a simple aim; I am elected to ensure the police fight crime and keep you safe. And whether that is alcohol-fuelled incidents in our city centres on a night-time or theft in our rural and farming communities, your priorities must be translated into policing targets and outcomes.

After a decade of austerity and cuts to the force worth £140m, the police have never been under greater pressure in their work to reduce crime. But I am proud that Northumbria Police have maintained our region's reputation as one of the safest places to live. Crime and anti-social behaviour can damage and destroy lives, and the public want to see crime reduced.

The consequences of even a single offence can be devastating and widespread; going beyond the immediate victim to impact on the lives of wider family, friends and communities. Myself and the Chief Constable will continue to work together to reduce these crimes.



I will ensure the force continues to fight crime by:

- Reducing the volume of crimes committed and ensure Northumbria continues to have a lower recorded crime rate compared to other similar forces.
- Monitoring levels of crimes being committed and ensuring the police and others are tackling them.
- Prioritising crimes that present the greatest risk of harm to vulnerable people.
- Ensuring the force has the technology and training needed to keep our streets safe while maintaining a focus on serious and organised criminals.

I will publish regular crime and policing data to show you –

How many crimes are being committed in different parts of the Northumbria force area.

Your plan in action.

Preventing violent crime.

Getting more police officers on our streets and in our neighbourhoods is one way to tackle violent crime, but it is only one part of the solution. We need a plan to prevent people, particularly young people, getting into a life of violent crime. If we offer people an alternative, alongside a targeted focus on those already routinely turning to violence, we can make a real difference.

That's why I set up a Violence Reduction Unit to ensure the police are not alone in standing up to violent crime and I am committed to its long-term success.



I will improve this by:

- Ensuring the Violence Reduction Unit Response Strategy to reduce serious and violent crime is clear and co-ordinated across the Northumbria force area.
- Encouraging partners to improve data and intelligence sharing practices, which will allow for more effective targeting of interventions and resources for those areas most in need.
- Lobbying government for more funding to ensure the Violence Reduction Unit can continue to make a difference.
- Ensuring the force targets the illegal drugs trade and the crime that follows this.
- Supporting organisations seeking to help people out of gangs and the cycle of crime.

I will publish regular crime and policing data to show you the result of efforts to reduce –

The number of crimes involving serious violence with a knife, and the number of hospital admissions for knife-related serious violence.

Your plan in action.

Neighbourhood policing.

Early intervention keeps crime down, and the best way to achieve this is with trusted neighbourhood police officers and staff. The Chief Constable and I have agreed that neighbourhood policing is a top priority, alongside working with other organisations such as local councils to help keep our streets safe and intervene in anti-social behaviour.

But after ten years of government austerity and spending cuts, maintaining a local neighbourhood police service has not been easy. The force have had to make some difficult decisions in order to prioritise use of officers and staff out in our communities. I stand by these choices, and, for example, when it comes to deciding between having a police station open at 3am or having officers out in your local community, I back a visible police presence. I will also back residents looking for increased CCTV in some areas, where funding allows.

Whether it's in a rural village or a city estate, neighbourhood policing is the key to safer streets. I will ensure it is easy for people to find out who the officers and PCSOs are in their area. Different neighbourhoods will often have different needs and by having a local policing team that understands the area, we can tackle local problems at the source. The force will continue to focus on problem-solving with our partners in our communities.



I will continue to back your neighbourhoods by:

- Protecting frontline policing and giving the force the resources to deter, detect and deal with criminals.
- Engaging with communities to build relationships and to provide safety advice, education and guidance, in particular to young people, vulnerable people and marginalised communities. I will ensure information is always provided in a way everyone can access.
- Committing to investing in and supporting neighbourhood policing teams.

I will publish regular crime and policing data to show –

How local residents feel about the police – including the results of regular satisfaction surveys including public confidence data and police insights reports. If satisfaction levels fall, I'll ask the force to explain why and what it will do to rebuild that relationship.

Your plan in action.

Support for victims.

Being a victim of crime can undermine a person's confidence and make them unhappy or frightened. It can affect a person's outlook on life, that's why it is so important that we put victims at the heart of policing. We absolutely have to put victims first and make sure we are doing things right by them.

I plan to further enhance the delivery of victim support services across Northumbria, by streamlining the whole process, making things simpler and doing everything we can to ensure that all victims receive the help they need. In doing this, we will deliver genuine end-to-end support for all victims, including those pursuing a route through the criminal justice system, resulting in an improved offer to victims and witnesses across the Northumbria Police area.

Everyone involved in the criminal justice system wants the best for victims. One route to this is restorative justice. This is where victims get a chance to get answers to questions and tell their offender how they have been affected. It also gives offenders a chance to understand what they have done, how it affects others and a chance to make amends for their behaviour. We have evidence to show that it makes a real difference in helping victims to recover from their experience of crime.

My challenge is to make high-quality restorative justice available to all victims of crime in Northumbria by linking together Victims Services, offender-focused organisations and a wide range of agencies.

Protecting vulnerable victims is absolutely the number one priority for Northumbria Police and I will continue to make sure this focus remains clear.



I will improve victim support by:

- Introducing a new co-ordinated and streamlined approach to supporting victims of crime from report to court, ensuring consistent professional input and effective communication with victims.
- Investing in Victim Services to give people a greater chance of coping with the impact of crime and recovering from their experience.
- Encouraging the police and criminal justice system to develop trauma informed practice so the support options made available to victims best meet their needs.
- Asking the police to effectively cooperate with our communities so information about crime within neighbourhoods can be shared but also to build trust and confidence for victims to report crime and be assured of Northumbria Police's ability to protect them and their local values.
- Supporting the introduction of a multi-agency victim hub, set up to support our most vulnerable and exploited victims.

I will publish regular crime and policing data to show you –

Every three months, I will tell the public exactly how many victims of crime have been supported, how many are satisfied with their service from Northumbria Police and how we are meeting obligations in the Victims' Code of Practice.

Your plan in action.

Tackling domestic abuse and sexual violence.

Violence and abuse can blight communities and lead to devastating consequences. It has a traumatic and long-lasting impact on victims, families and wider communities. Domestic abuse is one of the biggest contributors to violent crime locally and nationally and PCCs have a hugely important lead role in tackling this.

Domestic abuse and sexual violence can affect anybody – regardless of age, gender, ethnicity, sexuality or disability. I will make it my business to encourage people to come forward and report it, support them through their experience when they do, and oversee Northumbria Police's role in bringing those responsible to justice.

Children must not be the forgotten victims of abuse and the right support is crucial and must be there at an early stage to help avoid trauma in later life.



I will improve this by:

- Continuing to develop my Workplace Domestic Abuse Champions Scheme, so more than ever, workplaces can recognise abuse and offer support to their staff, building on the important role that friends, families and communities can play in connecting loved ones to the right help and support as early as possible.
- Working with partners to focus on perpetrators of abuse, providing behaviour change and stabilisation work to the highest harm/high risk domestic abuse perpetrators. By its very nature, this will result in improved safety and feelings of safety for survivors and their children.
- Enhancing the role of the VRUs Education Team who have a key role to work with schools and communities around healthy relationships, and other issues such as knife crime awareness.
- Continuing to build on the work of the Violence Against Women and Girls strategy to bring together our vision, ambition and actions to tackle violence against women and girls in one place, strengthening our work to change attitudes, improve prevention and where possible rehabilitate offenders.
- Introducing focussed and regular challenge sessions with the Chief Constable and his team where we explore together what has been achieved and what more needs to be done to best support victims and improve criminal justice outcomes.

I will publish regular crime and policing data to show you –

Every three months, I will tell the public exactly how many victims have reported these crimes, how many of these are repeat incidents and how many victims are satisfied with their service from Northumbria Police. I will also focus on criminal justice outcomes and will tell you how we are performing as a criminal justice system to bring crimes to justice.

Resources.

Our police need the right resources to deliver on your priorities and keep you and your community safe. I will do all I can to make sure Northumbria Police have the resources they need and are efficient and cost-effective in the service they provide.

Northumbria Police receive two main sources of funding; grant income from central government and the part of council tax which is allocated to the police called the 'police precept'.

Additional funding is sometimes made available by the government to help encourage new ways of working. We are always eager to explore innovation to deliver better services and to save public money, and for this reason we are keen to bid for some of these extra resources. We have been very successful.

The Office of the Police and Crime Commissioner has been successful in securing Innovation and Transformation Grants in excess of £11m over the last four years. These awards have been used to focus on a number of key areas, ranging from early youth intervention to preventing serial perpetrators offending, reflecting our ongoing commitment to fighting crime, preventing crime and improving lives.

For Northumbria, 82% of total funding comes from central government, the highest proportion of all forces in England and Wales. The remaining balance is raised locally through the precept.

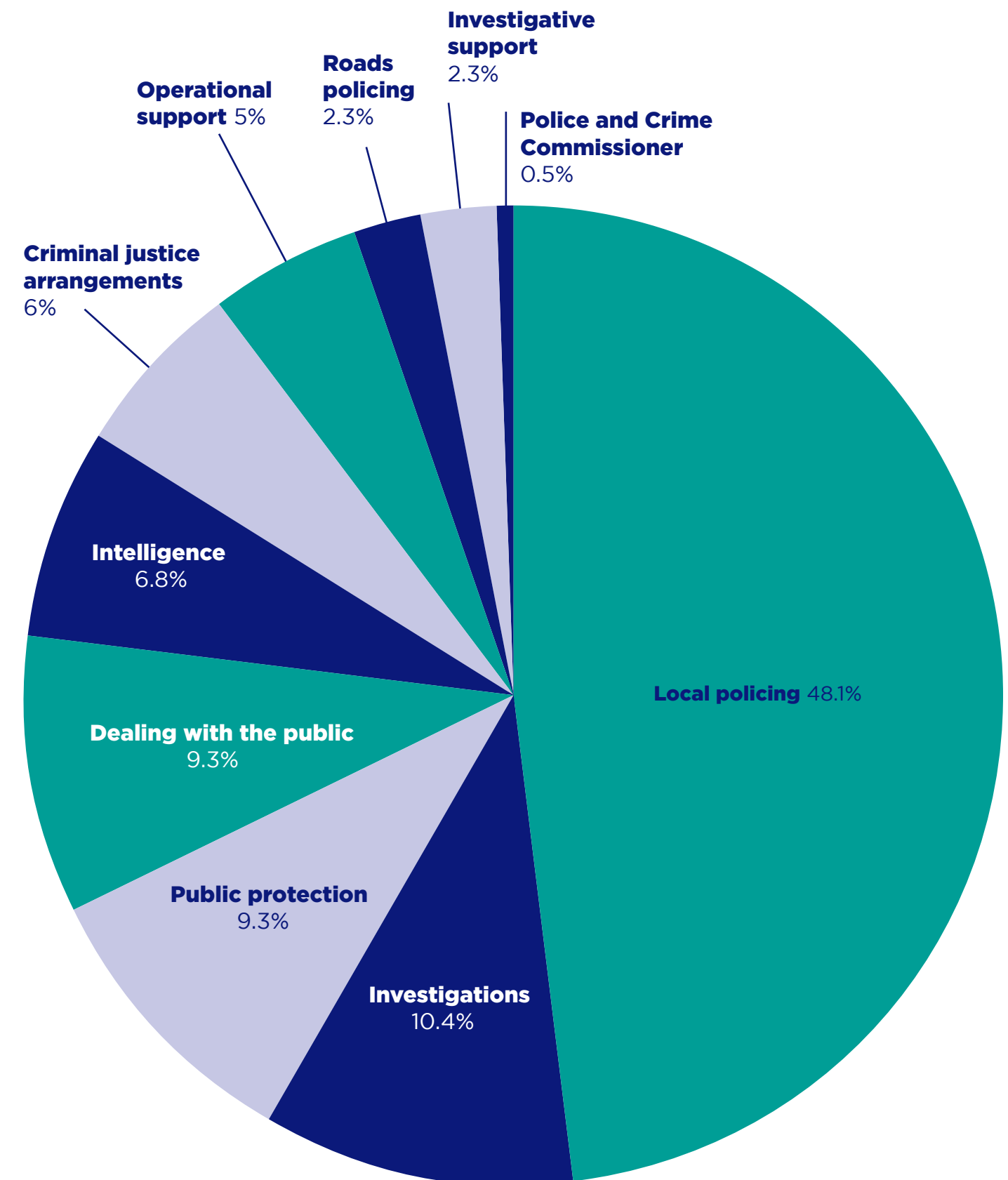
The current financial climate remains a difficult one. The last 12 months have reinforced just how important our police force is and we continue to need resources to deal with the ongoing pressures presented by the Coronavirus pandemic. The last decade saw unprecedented cuts to the government's policing grant and Northumbria was the hardest hit of any force in England and Wales, with the expectation that the shortfall would be met through the local precept.

Local precept income is therefore essential to grow our force back and keep serving the public to a high standard.

Part of my role as Police and Crime Commissioner is to set the annual police budget and determine the level of precept required for our force area.

My Medium Term Financial Strategy describes the financial direction of my office and the force over a four-year period. The strategy demonstrates an affordable position, balancing costs with available resources and provides an overarching framework for police budgets over the medium-term. I will make sure your money is spent as effectively as possible.

How funding is allocated to policing services:



How I will report back to you.

I want you to have confidence that I am holding the force to account on your behalf. That means being open with crime data and letting you know where we are succeeding in the fight against crime and the mission to prevent people heading into crime.

To ensure you know what my office and Northumbria Police are doing on your behalf, I will publish the following as a minimum every three months.

Anti-social behaviour.

Number of **ASB** incidents.

% of people that feel that ASB is a very or fairly big problem in their neighbourhood.

Reducing crime.

Total recorded crime.

Serious violence offences.

Preventing violent crime.

Knife-enabled

serious violence offences.

Hospital admissions

for knife-related serious violence.

Support for victims.

Victim satisfaction – **action taken.**

Victims' Code of Practice compliance

Neighbourhood policing.

“ I have confidence in the police in this area ”

“ Police deal with things that matter to the community ”

Our score in the National Crime Survey data.

I'll also make sure you have 'at a glance' crime data available on my website, keeping you informed with high level performance data on issues such as;

- Total recorded crime.
- Number of ASB incidents.
- Knife-enabled, serious violence offences.

Delivering on the plan.

I will monitor and review the work of the Chief Constable on your behalf and will ensure that you receive the service from the police and criminal justice system that you have been promised in this plan.

On your behalf, I will look at and monitor the work of Northumbria Police in a number of ways:

- Going out and talking to local communities.
- Considering what the public are telling me through the Safer Communities Survey and the Northumbria Police User Satisfaction Survey.
- I will hold regular engagement sessions with the public to get an ongoing picture of local policing needs.
- Discussing with specialist advisory groups and others covering the characteristics of age, gender, disability, BME, faith, religion, lesbian, gay, bisexual and transgender.
- Holding regular performance oversight meetings and one to ones with the Chief Constable and his senior team across all areas of policing.

- Receiving Quarterly Budget Monitoring Reports.
- Looking closely at inspection results from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service and ensuring service improvements are implemented.
- Chairing the Local Criminal Justice Board, working with partners to ensure an effective and efficient criminal justice system in our area.
- Holding quarterly performance meetings with local Victim Services commissioned by the Office of the Police and Crime Commissioner.
- Learning lessons and responding to findings from Internal and External Audit and the Joint Independent Audit Committee ensuring good financial and organisational governance of both Northumbria Police and the Office of the Police and Crime Commissioner.

Want to know more? If you want to know more about the work I will do to ensure delivery of this plan, please visit my website northumbria-pcc.gov.uk

Ways to keep in touch.

I want to keep you updated on our work to deliver this plan, and I want you to tell me how you think we are doing. There are many ways we can keep in touch:

@ You can email via
enquiries@northumbria-pcc.gov.uk

🐦 You can follow me on Twitter
[@northumbriapcc](https://twitter.com/northumbriapcc)

f You can like my Facebook page
[@KiMcGuinness](https://www.facebook.com/KiMcGuinness)

📷 You can follow me on Instagram
[@pcc_kim_mcguinness](https://www.instagram.com/pcc_kim_mcguinness)

You can learn about my work by visiting my website **northumbria-pcc.gov.uk** where you can also sign up to my newsletter.

Through these channels I will keep you up-to-date with what I am doing to ensure the very best policing services for Northumbria. I will keep you up-to-date with key decisions I have made and I will ask you to tell me what you think about certain policing and crime issues. I will also get out and about and talk to local communities to get their views.

If you would prefer to write to me, you can write to: Kim McGuinness, Office of the Police and Crime Commissioner for Northumbria, Victory House, Balliol Business Park, Benton Lane, Newcastle upon Tyne, Tyne and Wear NE12 8EW.



KIM MCGUINNESS
NORTHUMBRIA
**POLICE & CRIME
COMMISSIONER**