

Chief Constable's Annual Report

2010 - 2011

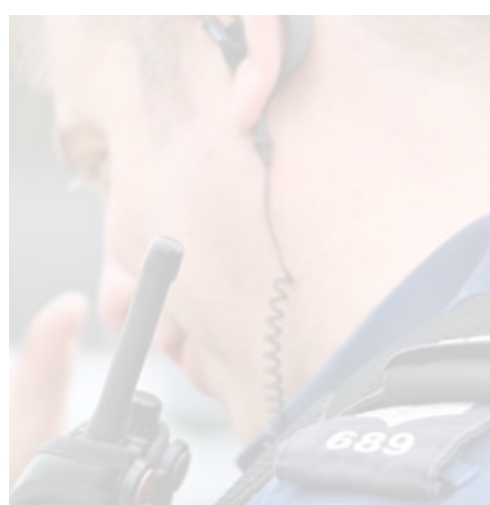


Gloucestershire Constabulary
People First Policing

Table of Contents

- Table of Contents
- Keeping our Communities Safe from Harm
- Our People
- Major Operations and Investigations
- Preventing and Reducing Crime
- Projects and Developments
- Future Savings for the Constabulary
- Employee Breakdown Figures
- Performance
- Finance
- Efficiency

- 2
- 3
- 4
- 5
- 7
- 8
- 9
- 11
- 12
- 14
- 15



Keeping our Communities Safe from Harm

Our purpose is to keep people safe from harm and inspire the highest levels of confidence in us your local police.

Everything we do reflects this and the below snapshot highlights some of the key areas where we have been able to demonstrate this objective over the last 12 months.



We recorded a total of
36,044
crimes across the county which is
2,226

fewer than in 2009/10 and a reduction
of nearly **6%**.

This means that recorded crime remains
historically low with the majority of crime
types falling.

We received
67,265
emergency 999 calls with
85.7% being answered
within 10 seconds and
311,270
non-emergency calls
of which 95.50% were
answered within 20
seconds.

Anti-social behaviour
has fallen with
32,255
recorded incidents
compared to 32,894
the previous year which
represents a reduction of
nearly 2%.
1,257
Police Officers are
working to keep you
safe.

Violent crime remains
low with reductions in
both **violence against
the person offences**
and **sexual offences**.
Levels of **gun and knife
crime** also remain low in
the county.
139
Police Community
Support Officers are on
your streets.

The summer and
Christmas drink drive
campaigns resulted in
1,967
tests and **104**
arrests **58** less
arrests than the
previous year.

54.7% of
residents agree that the
police and local council
are dealing with crime
issues that matter most.

We have **177**
volunteer Special
Constables who
have given over
40,000
duty hours throughout
the year.

Inspiring confidence in us your local police is
important to us and the following pages demonstrate
the numerous ways we have been able to show this
in all the activities we have undertaken throughout
the last 12 months.

Our People

People are at the heart of our organisation and last year saw many members of staff recognised for their achievements and commitment to the organisation.

Here are just a few:



Student Officer of the Year was presented to

PC Mark Wiacek

who is based in Bishops Cleeve for his work supporting road safety operations.

Beat Officer of the Year was

PC Mark Peart

for his innovative approach to resolving the issues that matter most to the residents of the Cheltenham Road East Safer Community Team.

A Gloucestershire officer who tackled two drink-driving teenagers was nominated for this year's National Police Bravery Awards.

PC Jason Norman-St George

was nominated by the Gloucestershire branch of the Police Federation and was congratulated by the Chief Constable for his actions.

PCSO of the Year was awarded to

Kate Beck

from the Hucclecote SCT.

Four Gloucestershire police officers who pulled a driver from his burning van were nominated for the National Police Federation Bravery Awards.

PCs Hayley Howes, Stuart Dudfield, Jon Cann and Simon Wilson

represented the county at the event in July, sponsored by the Sun newspaper.

MBE for Special Constable Assistant Divisional Officer

Steve Lindsay

was awarded an MBE in the Queen's New Year's Honours list for services to the police.

Steve Lindsay, 33, has been a Special Constable in the county for 15 years and was 'shocked but very proud' to have the honour bestowed upon him.

Special Constable of the Year was awarded to Special Constable

Claire Owen

for her contribution to community policing.

Major Operations and Investigations

The Constabulary has continued to run and be involved in a number of operations to target criminals across the county. Many of these have been high profile and involved much investigation.

Here are some of the more prominent operations that have taken place throughout the last year:



Eight people were sentenced to a total of

50 years

imprisonment for their involvement in the trafficking of cocaine into Gloucestershire.

The investigation resulted in the recovery of cocaine with a street value of approximately

£400,000

along with

£40,000

in cash.

An indeterminate jail sentence was given to a man for the kidnap and sexual assault of a 13-year-old girl in Gloucester.

In September, two men were sentenced to a total of 10 years for their part in an incident which left a man with life changing injuries. Peter Dore suffered serious leg injuries after being hit by a Jeep and later had to have both of his legs amputated.

In April, two teenagers were sentenced to a total of more than seven years imprisonment for the manslaughter of 25-year-old Tim Jennings who died following an incident in Cirencester town centre in June 2009.

Two men were sentenced to a total of more than seven years imprisonment for conspiracy to commit blackmail following two incidents at the Barrow Wake view point in Birdlip in 2009.

Three men were sentenced to a combined total of 12 years in prison for their involvement in a series of burglaries in the Forest of Dean and surrounding areas.

In February two Cheltenham men were charged with the murder of Keith Soons who was found with serious head injuries and later died in hospital. In September a man from Cheltenham, who escaped from police on the roof of a car, was sentenced to eight years in prison having been found guilty of a number of burglaries.

A 64-year-old Cheltenham man was jailed for rape and indecent assault in November after he was found guilty of two charges of rape and four of indecent assault on a six-year-old boy between 1987 and 1990.

The Air Support Unit identified a sophisticated cannabis factory using the helicopter's thermal technology seizing an estimated £400,000 worth of cannabis and arresting one man.

Major Operations and Investigations



In April, an 18-year-old prolific Cheltenham burglar was sentenced to

32 months
imprisonment for carrying out
68 burglaries
in the town.

In addition he asked for a further 86 offences, 66 of which were burglaries, to be taken into consideration.

A gang of criminal builders were jailed for a total of 21 years following a three-year investigation by the Economic Crime Unit. The three men, all from Gloucester, made nearly £1 million by tricking residents across the south of England into paying for unfinished work.

Four people were arrested in March during an operation that targeted slavery, servitude and forced labour. The operation involved approximately 200 officers in Gloucestershire, Leicestershire and Derbyshire and 20

people, believed to have been forced to work as slaves, were rescued.

Five rogue traders were sentenced to a total of 19 years imprisonment after tricking elderly householders into paying thousands of pounds for substandard or unnecessary work. The five men pleaded guilty to conspiracy to defraud in an operation that lasted between 2003 and 2008. The gang took £190,000 from vulnerable residents after telling them that repairs were needed to their homes.

A geology company became the first to be convicted of the new offence of Corporate Manslaughter, following an investigation by the Constabulary which worked closely with the Crown Prosecution Service and the Health and Safety Executive. The organisation was fined £385,000 pounds following the death of an employee who was killed when the trench he was working in collapsed. The company had ignored industry guidance that prohibited entry into excavations more than 1.2 metres deep.

A motorist who suffered memory loss when her car careered down a 15ft ditch thanked Gloucestershire Constabulary. The call handler kept the woman on the phone for over 40 minutes as officers tried to locate her car which was eventually found in a tree covered ditch.

Preventing and Reducing Crime

Preventing and reducing crime is an important element of the work of the Constabulary.

Much work has taken place this year to both raise awareness and tackle those issues that affect the quality of life for many people.

Here are just a few examples of the work that has taken place:



Internet Safety Day

in February saw the launch of a new web page called 'Safe n Savvy' and a character called OLLIE to encourage internet safety. 'Safe n Savvy' provides information to children, parents and grandparents about the dangers of using the internet and how to follow some simple safety steps for all ages. The campaign was so successful we now know that the 'Safe n Savvy' marketing material is used to educate children as far away as America.

'Fearless' was launched by Crimestoppers which is an initiative aimed at young people and offers non-judgmental advice on crime issues, and provides a secure way to provide information on crime anonymously. Find out more at www.fearless.org

Crimestoppers worked with Trading Standards to support a national campaign run by the Serious Organised Crime Agency (SOCA) against counterfeiting. The website www.fakesfundcrime.org.uk highlighted how the profit from trading

counterfeit goods is often fed back to Serious Organised Crime and helps fund crimes such as human trafficking, drugs and terrorism.

During the World Cup in June police addressed any potential increase in crime and disorder focussing on alcohol related disorder, domestic abuse and drink driving. The anticipated increase in crime and disorder did not materialise, which could be due to the increased policing effort and publicity campaign in the run up to and during the event.

The Christmas campaign this year focussed on reducing alcohol related violence. The Christmas Countdown campaign run by Cheltenham and Tewkesbury Division saw the launch of a Christmas advent calendar encouraging visitors to the site to read safety messages. The 'One Punch' campaign illustrated how alcohol can encourage some people to behave out of character and served to remind what the implications of this could be.

Tens of thousands of people descended on Fairford in July to enjoy the Royal

International Air Tattoo. The event took place with no issues other than some traffic delays which resulted in a revised traffic plan enabling visitors to arrive at the event as safely and quickly as possible.

Dog Legislation Officers work hand in hand with the RSPCA and other animal welfare groups to keep our community and streets safe from dangerous dogs. **This year a total of 33 dangerous dogs were seized** with 21 destruction orders and numerous prosecutions for various offences.

Projects and Developments



Social Media

This year the force launched its Facebook and Twitter pages. These methods of communication have proved extremely popular with the public. Our Facebook page has more than 1,200 active users and our Twitter page over 600 followers. Each story that is posted on Facebook receives approximately 2,000 visitors, and our Facebook page was viewed 317,000 times in January alone. In December the Chief Constable took part in his first ever live web chat.

Public Protection Bureau

The Gloucestershire Public Protection Bureau was formed in April 2009 and enables a number of different agencies who are involved in the protection of people to work together in one location. The formation of this bureau has enhanced partnership working and is a significant step towards the essential sharing of information.

Regional Asset Recovery Team

A new agency was launched in April 2010 to seize the assets of serious and organised criminals across the South West. The South West Regional Asset Recovery Team (RART) is a multi-agency team based in Bristol and Poole.

Child Rescue Alert

Child Rescue Alert (CRA) which assists in the fight against child abduction was launched in May. CRA is an alliance between the police, the press and the public which seeks to locate an abducted child and bring them to safety.

Child Sex Offender Disclosure Scheme

The Child Sex Offender Disclosure Scheme was launched in Gloucestershire in October and provides the public with a formal mechanism to make enquires about people who are in contact with children.

Restorative Justice

Community Orientated Policing (COP) was launched in 2009. It empowers officers to issue a fair and proportional 'on-the-spot' resolution of a crime, taking into consideration the wishes of the victim. A partner programme called Restorative Justice (RJ) was introduced this year. It allows victims of crime to explain the impact that an offence committed against them has had during face-to-face dialogue with the offender.

The outcome is then determined by the 'person who has been harmed' rather than the police. Both COP and RJ provide alternative options for resolving crime in the community.

Last year 3,212 crimes were subject to a COP or RJ resolution and 2,722 crimes were detected using this method.

Future Savings for the Constabulary



Our Purpose is to keep people safe from harm and to inspire the highest levels of confidence in us, their local police.

Our Mission is to consistently deliver first class policing that meets the expectations and needs of individuals and communities.

The Budget

In December the Government's Home Office announced that its grant to the Gloucestershire Police Authority would be £64.7 million for 2011/12 – a reduction of nearly £3 million compared to the previous year. Furthermore, the basic lump sum provided by central Government over the next four years will represent a 20 per cent cut in budget in real terms, with the main reduction to be achieved within the first two years.

Chief Constable Tony Melville said: "There is no doubt that this reduction in funding will present us with big challenges. We are well prepared for this, having started a major restructure of the Constabulary more than 12 months ago, but policing in Gloucestershire will certainly look very different in four years time than it does now."

The Constabulary's priority will be to continue to keep people safe from harm and inspire the highest levels of confidence in us.

The Force began its programme of restructure following the 2009/10 budget settlement and it is now beginning to take shape. This will mean that the Force will have around 15 per cent less police officers by 2013, and it is expected that there will be up to a 30 per cent reduction in police staff salary lines over the same period. The new policing structure will put 15% more officers into local visible roles.

The strategic direction set in the 2010/11 Local Policing Plan by the Authority signalled a change in culture for the Force, moving away from a target based culture to one that puts people first and supporting sustainable policing services to our communities and remaining agile to emerging financial challenges.

Future Savings for the Constabulary



From April 2011 the Constabulary changed its structure which will place even more focus on communities with up to an additional 15 per cent of officers being moved into visible roles. Every part of the county will have locally based PCSOs, Police Officers, Special Constables and Police Staff who are visible, accessible and responsive to local needs.

The Future

The restructure has the full support of the Police Authority and Chairman Rob Garnham said: “The review has been long and complex and has left no area untouched to ensure that it is exactly what is required. It will provide the continuing presence of Neighbourhood Policing, which we know is much liked by the public, with a response capability that meets the demands of modern day policing.

He continues:

“The review will also help us to meet the financial challenges and need for savings facing every Constabulary in the country.”

As part of this a full review of our estate is underway which will result in a reduction of the number of

buildings that the Constabulary owns. Cllr Garnham said: “In order to achieve these savings and maintain a good service for the county we must invest in people and not buildings.”

Most police buildings are owned by the Police Authority and they will make the final decision about disposals whilst also engaging fully with affected communities.

In addition we will introduce mobile data, which will enable us to be more flexible in the deployment of our officers meaning that officers will need to spend less time in offices, potentially increasing visibility by up to 15 per cent.

Likewise, support services will need to adapt in order to create a more flexible workforce; ensuring staff are highly skilled and able to move easily between one role and another as demand in certain areas ebbs and flows.

There may be opportunities for joint working across the whole public sector in Gloucestershire to help identify where services and premises can be shared, working together to save money and be more efficient.

It is anticipated that the new police staff structure will be in place by April 2013.

Employee Breakdown Figures

Employee Breakdown (Full Time Equivalent)

	Ethnicity						Total
	White		Black, Mixed or Ethnic		Not Specified		
	M	F	M	F	M	F	
Chief Constable	1.00	0.00	0.00	0.00	0.00	0.00	1.00
Deputy Chief Constable	1.00	0.00	0.00	0.00	0.00	0.00	1.00
Assistant Chief Constable	1.00	0.00	0.00	0.00	1.00	0.00	2.00
Chief Superintendent	3.00	1.00	0.00	0.00	0.00	0.00	4.00
Superintendent	11.00	2.00	0.00	0.00	0.00	0.00	13.00
Chief Inspector	14.00	1.00	1.00	0.00	0.00	0.00	16.00
Inspector	60.80	10.69	0.00	0.00	1.00	0.00	72.49
Sergeant	132.75	30.40	8.00	0.00	4.00	0.00	175.15
Constable	645.20	300.47	14.00	1.00	11.00	1.00	972.67
TOTAL	869.75	345.56	23.00	1.00	17.00	1.00	1257.31
Police Staff	272.38	388.01	5.00	8.61	8.43	8.47	690.90
PCSOs	61.48	67.21	6.35	1.85	1.00	0.81	138.70
Specials	112.00	60.00	1.00	2.00	1.00	1.00	177.00
GRAND TOTAL	1315.61	860.78	35.35	13.46	27.43	11.28	2263.91

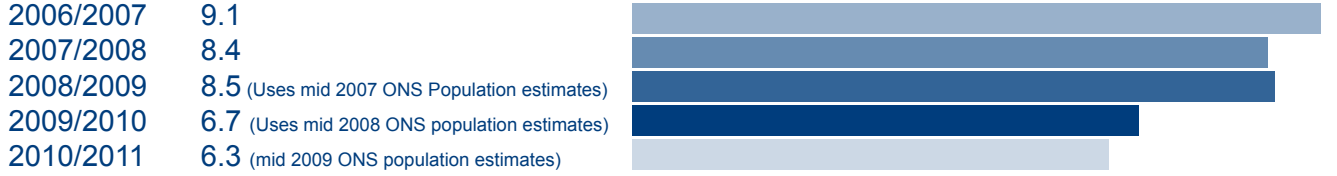


Performance

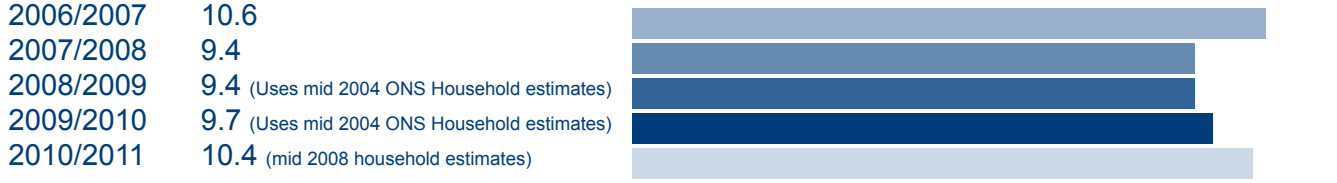
Percentage of emergency (Grade 1)*1 incidents attended within target time*2:



Vehicle crime per 1,000 population:



House burglary per 1,000 households:



Casualties of Road Traffic Collisions (fatalities or seriously injured):



Number of 999 calls received:



*1 A grade 1 incident requires an immediate response and is appropriate when the following circumstances are believed relevant:

- There is danger to life.
- Violence is being used or threatened.
- A crime is in progress or likely to occur.
- A suspect for a serious crime is present or nearby.
- Evidence of a serious crime may be secured.
- Any road traffic accident involving personal injury.
- A person who is particularly vulnerable needs assistance.

*2 Target time = 10 minutes in urban areas – 20 minutes in rural areas.



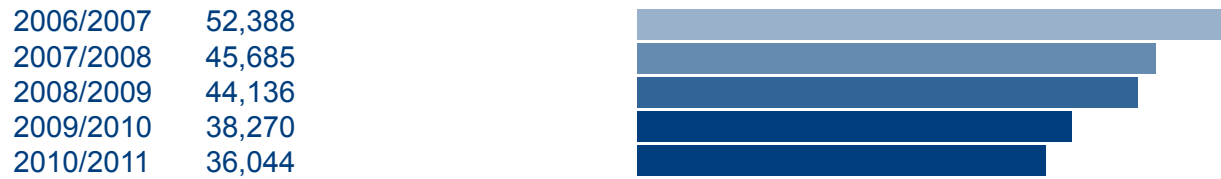
Performance

Total number of arrests for Notifiable Offences:



(Quite a big drop but probably as a result of the introduction of COPS/RJ, combined with the underlying fall in notifiable crime)

Total number of recorded crimes:



Divisional Breakdown of Recorded Crime, 2010/2011

Cheltenham & Tewkesbury	13,430 (37.3%)
Forest & Gloucester	13,881 (38.5%)
Cotswolds & Stroud	8,733 (24.2%)
Force Total	36,044



Finance

EXPENDITURE

2010/11

(Figures shown are interim, as accounts were not finalised before going to print)

Police officer salaries	£56,562,475	48%
Police pensions	£11,188,679	9%
Police staff salaries	£28,706,537	24%
Other employee expenses	£2,105,301	2%
Premises costs	£4,897,297	4%
Transport	£2,157,545	2%
Supplies & Services	£11,651,161	10%
Agency & contracted services	£1,411,319	1%
GROSS OPERATING EXPENDITURE	£118,680,314	100%

External Interest paid	£1,928,371
Transfers to/from reserves & capital adjustments	£5,772,664
TOTAL EXPENDITURE	£126,381,349

INCOME

2010/11

General Government grants	£61,868,991	49%
Specific Government grants	£13,420,156	11%
Precept	£44,582,248	35%
Other income	£6,509,954	5%
TOTAL	£126,381,349	100%



Efficiency

The Constabulary is committed to providing a first class service to the people of Gloucestershire, and in order to do this is working with the Police Authority to ensure that every penny is spent wisely and to the benefit of those we serve. In the current economic climate the emphasis on value for money is increasingly important and our resources need to be used economically and effectively.

The Constabulary has exceeded the annual efficiency targets set for the police service every year since 1999. For the three year period 2008/09 to 2010/11 the Police Authority set the Constabulary an efficiency target of £9.2m. This includes £4.5m brought forward from the previous reporting period for efficiencies generated above the previous targets. The £9.2m target equates to the delivery of an average efficiency saving of 3 per cent per annum.

The Constabulary has delivered £11.9m of efficiencies by the end of 2010/11. As the Constabulary has continued to maintain or improve key performance areas such as reducing crime, customer confidence and customer satisfaction then all these savings can be claimed as efficiency savings.

Following the Government Spending Review, announced in October 2010, the Constabulary has to achieve a challenging £18m savings target over the four year period 2011/12 to 2014/15 in order to match the proposed reductions in funding from central Government. This level of savings will have a significant effect upon the overall strategy of the Constabulary. The Constabulary had already started on a programme of restructure in 2009, and now has to build upon the work that has already been done. The Constabulary has already identified in excess of £14m of possible savings and work is ongoing to identify the remaining £4m.



Pokud si přejete obdržet informace obsažené v tomto dokumentu v jiném jazyku, velkém písmu nebo na audiokazetě, zkontaktujte prosím jednotku Diversity Unit v oddělení Community Partnership na telefonním čísle 0845 090 1234.

এই ডকুমেন্টের তথ্যাবলী অন্য ভাষায়, বড় প্রিন্ট বা অডিও টেপ আকারে পেতে হলে কমিউনিটি পার্টনারশীপ ডিপার্টমেন্টের ডাইভারসিটি ইউনিটের সাথে 0845 0901234 নম্বরে যোগাযোগ করুন।

如欲索取本文件中所載資料的另一語文、特大字體或錄音帶版本，請致電0845 090 1234，與社區合作伙伴部 (Community Partnership Department) 多元化小組 (Diversity Unit) 聯絡。

આ દસ્તાવેજમાં આપેલી માહિતી બીજા કોઈ ભાષામાં, મોટા અક્ષરોમાં છાપેલી અથવા ઓડિયો ટેપ ઉપર મેળવવા માટે, કમ્યુનિટી પાર્ટનરશીપ ડિપાર્ટમેન્ટમાં 'ડાયવર્સિટી યુનિટ'નો 0845 090 1234 પર સંપર્ક કરો.

اس دستاویز میں شامل معلومات کو کسی دیگر زبان، بڑے حروف کی چھپائی یا آڈیو ٹیپ میں حاصل کرنے کے لیے
Diversity Unit میں Community Partnership Department سے 0845 090 1234 پر رابطہ کریں۔

Pokiaľ si prajete dostať informácie zahrnuté v tomto dokumentu v inom jazyku, veľkom písmu alebo na audiokazete, skontaktujte prosím jednotku Diversity Unit v oddelení Community Partnership na telefónnom čísle 0845 090 1234.

W celu uzyskania informacji zawartej w niniejszym dokumencie w innym języku, dużym drukiem lub na taśmie magnetofonowej, prosimy o kontakt z Diversity Unit (Wydziałem ds. różnorodności) w Community Partnership Department (Departamencie Partnerstwa z Lokalnymi Społecznościami) pod nr. tel. 0845 090 1234.

Если вы хотите получить копию данного документа на другом языке, аудиокассете или напечатанную крупным шрифтом, звоните в Службу защиты многообразия (Diversity Unit) при Отделе партнерского взаимодействия с общественностью (Community Partnership Department) по тел. 0845 090 1234.

To obtain the information included in this document in another language, large print or on an audio tape, contact the Diversity Unit in the Community Engagement Department on 0845 090 1234.



Gloucestershire Constabulary
People First Policing

Gloucestershire Constabulary Headquarters
No.1 Waterwells, Waterwells Drive,
Quedgeley, Gloucester, GL2 2AN
Tel: 0845 090 1234
www.gloucestershire.police.uk