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We are committed to providing a high quality policing service to everyone in Derbyshire

Our purpose

- Prevent and reduce crime
- Attack criminality
- Protect vulnerable people
- Provide reassurance
- Deliver value for money

The constabulary operates within a set of values which are:

**Integrity**
We are open and honest. Our relationship with our communities, our partners and each other is based on trust.

**Respect**
We respect and value our communities diverse needs. Valuing differences is one of our strengths.

**Performance**
We aim for the highest possible standard. We want to do the right thing every time. We work to get the best out of all that we have and we celebrate our achievements.

**Responsibility**
We take responsibility for what we do, as individuals and team members. We work together and support each other to put our communities at the heart of everything we do.

**Innovation**
We will be courageous to meet the most difficult challenges and adapt to new and developing situations.
Derbyshire Constabulary at a glance

We are reducing crime

Derbyshire is one of the safest counties in the East Midlands

Crime has been reduced by 50% in the past eleven years

Anti-social behaviour is at its lowest level in eight years

We are detecting more crimes

34% of all crimes are solved

There has been an 11% increase in detection rates since 2004/5

Public confidence and satisfaction

81% of local residents say they feel safe in their community

87% of the public are confident in their local police

We work in partnership to tackle the issues that matter most to communities

We still face big policing risks

Our organisation is changing to meet our challenges

We have moved all our call handling to a centralised Contact Management Centre

We have robust partnership arrangements with other East Midlands forces

We have a thriving Special Constabulary

We have rolled out a Police Support Volunteers scheme across the force

We work closely with our partners

We work with nine Community Safety Partnerships across Derbyshire, representing each of the county’s district areas and the Criminal Justice Board

We have officers and staff co-located with partners across the county to help deliver joined up services

We deliver hundreds of diversionary activities for young people every year alongside partners to reduce anti-social behaviour

We are an efficient police service

We have £169.472m budget for 2015/16

We have saved more than £24m since 2011/12’s Comprehensive Spending Review

We continue to identify efficiencies in our practices to close our budget gap
The chief officers and their responsibilities

Mick Creedon
Chief Constable
Derbyshire Constabulary is led by a team of chief officers headed by Chief Constable Mick Creedon. Their role is to provide strategic leadership of the force.

Alan Goodwin
Deputy Chief Constable
Human Resources, Legal Services, Corporate Services, Professional Standards, Vetting, Confidence and Equality, Moving Forward Project, Community Safety.

Gary Knighton
Assistant Chief Constable
Operational Support
Operational Support, Contingency/Emergency Planning, Roads Policing, Task Force/Dogs, Armed Response Unit, Criminal Justice, Contact Management, Partnership Development, Special Constabulary.

Martyn Bates
Assistant Chief Constable
Crime and Territorial

Terry Neaves
Director of Finance & Business Services
Finance Services, Information Services, Assets Services, Contracts Services, Fleet Management, Central Administration, Divisional Support.
Serving Derbyshire

Derbyshire Constabulary serves an area of more than 1,000 square miles, and a population around one million. Derbyshire is renowned for being hugely diverse. It encompasses the rural areas of the High Peak, Derbyshire Dales and the Derwent Valley, a World Heritage Site. These areas attract a significant amount of tourism throughout the year. In addition, there are old mining communities, modern towns and business centres. It is also home to the vibrant and culturally diverse city of Derby. There are more than 70 different languages spoken in Derby, a cosmopolitan city with a fantastic heritage.

We are continually changing our structure to meet demands. This includes:

- We have reduced our policing divisions from four to three
- A new centralised call centre manages all emergency and non-emergency calls across our county
- Many specialist policing services such as major crime, forensics examinations, intelligence gathering, serious organised crime and human resources are now delivered through collaboration by working with other forces in the East Midlands

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Full time equivalent as of September 2015
Force organisation

Divisional commanders leading policing across Derbyshire

B Division
Chief Superintendent
Karl Smethem
High Peak and Derbyshire Dales

C Division
Chief Superintendent
Debbie Mathews
Chesterfield, Bolsover, North East Derbyshire and Amber Valley

D Division
Chief Superintendent
Jack Atwal
Derby City, Erewash and South Derbyshire

Chief Superintendent
Debbie Platt
Head of Crime

Chief Superintendent
Richard Oldknow
Head of Operational Support
Far-reaching police services

Through changes in society and technology, the way we deal with crime increasingly evolves and becomes more complex.

**Neighbourhood policing**

This is the foundation of our policing services. Our Safer Neighbourhood teams are made up of police officers, police community support officers (PCSOs) and specials. They work closely with other agencies such as local councils to tackle anti-social behaviour and other crime happening in your community.

**Public protection**

Protecting the most vulnerable in our communities is a high priority. It often requires complex investigation of child abuse, child exploitation, dangerous offenders, domestic abuse, honour based violence and forced marriage, missing children, rape, stalking and harassment and vulnerable adult abuse.

**Economic crime**

The Economic Crime Unit operates within a legal framework to seize and apply for forfeiture of the proceeds of crime.

The Proceeds of Crime Act allows us to pursue criminals through the courts to confiscate their ill-gotten gains. It means that anyone who profits from crime runs the risk of losing the financial and lifestyle gains that they have enjoyed. And those who have been stripped of their assets face a future of further confiscations should they ever return to crime.

**Operational support**

This department provides specialist support services to the force including armed response, roads policing, collision investigation, dogs and task force and highly trained search teams.

Reducing fatal and serious collisions on the roads of Derbyshire is among the force’s key priorities.

We continue to target the factors behind most serious road traffic collisions. These are known as the “Fatal Four”. Driving at excessive speed, under the influence of drink or drugs, not wearing a seatbelt and using a mobile telephone whilst driving are the four key causes of collisions involving death or serious injury in the UK.

The number of road deaths in Derbyshire has reduced over the last ten years. In 2005, there were 60 deaths; 27 in 2015.
Major crime and serious organised crime

These units investigate the most serious crime across the East Midlands counties of Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire and Northamptonshire.

The East Midlands Special Operations Unit (EMSOU) - Major Crime investigates all murder, manslaughter and kidnap with demands or extortion cases in the region.

EMSOU - Serious Organised Crime investigates serious and organised crime across the five forces with the aim of tackling and disrupting organised crime.

High-tech crime

The Hi-Tech Crime Unit (HTCU) is responsible for the forensic examination of all computers, hard drives and other digital devices capable of storing data. Including mobile phones and GPS Satellite Navigation Systems. The HTCU analyses these devices, recovers and extracts data and produces evidence found on these devices.

Tackling terrorism

Terrorism is a recognised threat throughout the UK and although Derby may not seem to be as much at risk as other larger cities, it is not an area that is overlooked.

Derbyshire Constabulary and our partners have an integral role to play working with local communities to support people who are vulnerable to being drawn into criminal activity. This could be in relation to drugs, knife crime, guns and gangs or involvement in violent extremism.

Police staff

These are civilian staff who provide a range of services both on the frontline and behind the scenes. They cover a broad range of essential roles. They include PCSOs and crime scene investigators, call handlers and administrative staff.

Contact management

The purpose-built Contact Management Centre is located in Ripley. Every day, on average, the team handles more than 320,999 calls and over 19,150 non-emergency calls to the 101 number. Contact Management is in most cases, the first point of contact with the public. It is a proactive department, where many issues are resolved in the first instance.
Every community has a Safer Neighbourhood team

Safer Neighbourhood policing is the bedrock of successful policing. Every community across Derbyshire has a Safer Neighbourhood team (SNT), working in partnership to address the issues and concerns identified by the people who live and work in the area.

SNTs provide a visible and accessible service to our communities. They use calls for service and meetings such as surgeries and neighbourhood panels to find out what the local issues are that make people feel unsafe. They work with partners and with the community to develop action plans to address these issues and bring about long term solutions. This proactive problem solving approach ensures the community has an influence in the policing of their neighbourhood.

SNTs are at the heart of the community and use many ways to engage with people, which includes regular meetings, surgeries and special events.

There are 95 Safer Neighbourhood areas across Derbyshire. Teams are made up of police officers, PCSOs and are supported by police staff and partners.

“Safer Neighbourhood teams listen to community concerns and work together to set local priorities which help to increase confidence and satisfaction in the service we provide.”
The Special Constabulary

Giving an invaluable contribution

The Special Constabulary are an integral part of the force supporting Safer Neighbourhood teams and reactive patrol officers.

Specials are a force of trained volunteers and they play a crucial role in fighting crime and making the county safer.

They have the same powers as police officers and are required to volunteer for a minimum of four hours a week.

In Derbyshire, the force holds yearly recruitment drives that prove incredibly popular.

The total number of Specials currently stands at 180, who show great commitment, and a number of officers are performing over and above the fours per week.

The Special Constabulary recruits people of all ages and backgrounds, but there are a few basic criteria that people need to meet if they want to join. You must be in good health, of good character and at least 18-years-old to apply.

Many people who join the Special Constabulary are people who work in other areas but want to give something back to the local community.
Crime and anti-social behaviour is continuing to reduce

Derbyshire Constabulary continues to work tirelessly to reduce crime and anti-social behaviour. Over the past eleven years we’ve reduced crime by 50%, compared to 2002/3 when National Crime Recording Standards were introduced across the country, meaning there have been 50,000 fewer victims of crime in Derbyshire. The graph below illustrates the crime reductions over the last eleven years.

In addition to tackling and reducing crime, Derbyshire Constabulary has also been intensively targeting anti-social behaviour across the county and has seen a seventh consecutive year of reduction. The graph below illustrates the total number of anti-social behaviour incidents recorded over the past nine years, from the point when national standard for incident recording was introduced across the country.
We are detecting more crimes

In addition to preventing crime, we have significantly improved the percentage of crimes detected, with 34% of all crimes being solved. The graph below shows the proportion of offences that have been detected either through the Criminal Justice System or by restorative justice options.

Sanction detection/positive outcome rate

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We continue to face considerable policing risks

Derbyshire Constabulary is committed to providing a high quality policing service to everyone in Derbyshire. We work in partnership with other organisations to address crime and community safety, adhering to five guiding principles:

- Protecting the vulnerable
- Attacking criminality
- Providing reassurance
- Preventing and reducing crime
- Delivering value for money

We have a robust, nationally recognised process for assessing risk

Every two years Derbyshire Constabulary hosts a risk and threat seminar with partners and key stakeholders. This process, recognised nationally as best practice, ensures the force and its partners fully understand and assess the risks to Derbyshire and how to meet or reduce these risks effectively.

The key priorities are reassessed annually by the strategic tasking and coordination group. In November 2014 the group, chaired by Assistant Chief Constable Martyn Bates, set the following priorities for the year ahead:

- Safeguarding children
- Drugs
- Substance Misuse
- Rape
- Safeguarding adults
- Domestic abuse
- Acquisitive crime and offender management
- Organised crime groups
- Organised immigration crime, human trafficking and exploitation

Protecting the most vulnerable people in our communities remains a critical priority. We regard safeguarding children, domestic abuse and rape and serious sexual assaults as significant risks.
Collaboration

East Midlands forces working together

The aim of the East Midlands Police Collaboration Programme is to provide better value for money, increase capacity and capability, create greater efficiency and resilience whilst protecting frontline services for Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire and Northamptonshire.

A number of projects within the programme have already been implemented. Some have all five East Midlands forces collaborating, others have two or three.

Projects include:

- East Midlands Special Operations Unit – Major Crime
- East Midlands Special Operations Unit – Serious and Organised Crime
- Forensics
- Legal Services
- Special Branch and East Midlands Counter Terrorism Intelligence Unit
- Intelligence
- Major Crime Review Unit
- Human Resources
- Technical Support Unit
Restorative justice an effective option

Since April 2009, people within Derbyshire have been able to rely upon restorative justice in their community as an alternative resolution to local problems.

Restorative justice brings victims, offenders and communities together to decide how to deal with low level crime and anti-social behaviour. It is about finding positive solutions and encouraging offenders to face up to their actions, making them understand what they’ve done wrong and giving them an opportunity to do something to repair the harm.

For example a 12-year-old girl was with a group of friends in the Pavilion Gardens, Buxton when the group took her mobile phone and threw it around. It fell in the river. A 12-year-old girl and 14-year-old boy agreed to pay for the phone and the boy, who had come to police attention previously, was taken on a tour of the cells by officers.

The scheme also encourages police officers and police community support officers to use their ‘professional judgement’, based on their discretion, policing experience and skills, to resolve the incident. This provides extra time to prevent and tackle those crimes which matter most to the community.

“Restorative justice saves thousands of officer hours, reduces re-offending rates and most importantly, provides satisfaction for victims of crime. People dealt with in this way often see it as a wake-up call and do not go on to commit further crimes.”

Detective Superintendent Terry Branson
We work closely with our partners to reduce crime across the county

Partnership working has been embedded in Derbyshire for some time, jointly targeting resources to address our policing risks.
Community Safety Partnerships (CSPs) are made up of representatives from the police, the local council, and the fire, health and probation services. We recognise the importance of bringing local agencies together to develop and implement strategies to protect local communities from crime and to help people feel safe. There are nine CSPs in Derbyshire.

The Crime & Disorder Act 1998 provided the framework for the establishment of statutory CSPs. It gave the lead responsibility for crime and disorder reduction to the police and local authorities, as well as a duty to consider crime and disorder in all their activities.

We have continued to develop our partnership structures and procedures to deliver an integrated service to the communities of Derbyshire, addressing local needs.

The force also works closely with the necessary agencies when it comes to specialist areas such as safeguarding children and vulnerable adults, drug and alcohol abuse and tackling gang crime.

As well as statutory bodies we have daily interaction with charities, voluntary and community groups and resident led schemes such as Neighbourhood Watch.

These partnerships are just as important as they provide the information and detail of what is happening at the grass roots level.

“...We all have one goal and that is to provide a safer environment for everyone. The only way to achieve this is for everyone from councils to residents to the police working together...”

Councilor Brian Murray-Carr
Cabinet member
Community Safety
Bolsover District Council
Safeguarding Children

Protecting the lives of children and ensuring their welfare is paramount when it comes to the policing of child abuse and exploitation.

The Derby and Derbyshire Safeguarding Children Boards are multi agency forums that ensure children and young people are kept safe and have their needs met.

The main boards have senior representation from the key statutory agencies - police, health, councils, Connexions, Youth Offending Service, Children and Family Court Advisory and Support Service (CAFCASS) and district councils.

The boards meet every other month and take a strategic overview on safeguarding children.

The Safeguarding Children Partnership Groups are practice-based forums that meet three times a year to discuss and share information about keeping children safe.

The boards will also oversee Serious Case Reviews (SCR). These are implemented when a child dies, and abuse or neglect is known or suspected to be a factor in the death. The aim of a SCR is to find out whether there are lessons to be learnt about the ways in which the different agencies involved work together to safeguard and promote the welfare of children.

Multi-Agency Public Protection Arrangements (MAPPA)

Multi-Agency Public Protection Arrangements, or MAPPA, are the means by which agencies in Derbyshire work together to protect communities from the serious harm that some offenders may still present after being convicted of a crime.

Derbyshire Constabulary, Derbyshire Community Rehabilitation Company and HM Prison Service are the responsible authorities leading on the work of monitoring offenders through MAPPA.

A number of other agencies have a ‘duty to co-operate’ with MAPPA including Youth Offending Services, Children’s and Adult Social Care Services, Mental Health, other health providers, local authority and other housing services and providers.

There are three categories of MAPPA offenders - registered sexual offenders, violent offenders and other offenders who don’t fall into the previous categories but may provide a risk of harm to the public.

There are three levels of management which are based on how many partners need to work together to monitor the offender and how big a risk they pose.
Case study one

Derby cannabis gang locked up

Operation Egyptian

A drug dealer was jailed in February 2015 for more than two-and-a-half years for his part in a cannabis dealing operation on the streets of Derby.

He was one of 16 people arrested during a wave of warrants in the Cambridge Street area of Normanton in February last year. Fifteen of the offenders pleaded guilty to their charges and were sentenced in December.

The joint operation between police and the National Crime Agency also saw the seizure of class A and B drugs, stolen property and large sums of cash.

The two ringleaders ran the operation out of their homes in Cambridge Street and Baseball Drive. They commanded a network of street dealers who operated throughout the area delivering cannabis and collecting payment for the drugs.

The latest term brings the total custodial sentence handed out to members of the gang to 31 years, while two were handed community orders.

“The actions of this gang were a blight on the community and had a severe impact on the lives of people living there. The difference since this gang was shattered has been remarkable. Our efforts to bring them to justice show just how seriously we take this type of offence, and reinforces our dedication to removing these criminals from our streets.”

Sergeant Kam Sanghera
Case study two

The murder of 
Sandra Bainbridge 
Operation Magpies

This was an extremely sad and unusual case.

Sandra Bainbridge (70) was a lady who returned home after a holiday to find a stranger in her home. That woman, Andrea Cutler (37), killed her, without provocation.

Andrea Cutler was brought to justice and dealt with by the courts.

Cutler was sent to a secure psychiatric facility for an indefinite period.

Mrs Bainbridge’s family has been devastated by her death and are still trying to come to terms with what has happened.
Providing a high quality policing service

We try to ensure that we offer a high quality service. We and the public measure this against our service standards.

These are as follows:

Working for communities

- Treat everyone according to their individual needs
- Be active, visible and approachable to the people we serve
- Be polite, professional and friendly at all times
- Tackle crime and anti-social behaviour effectively
- Work together to achieve common sense solutions

Getting it right first time

- Provide our names and be courteous and attentive
- Understand each enquiry and explain our response

Supporting local priorities

- Give an estimated time of arrival, where we need to attend
- Explain what will happen, agree when updates will be provided and keep people informed

- Arrange and publicise local meetings and events to discuss policing priorities
- Encourage local people to discuss their policing priorities with us
- Review and agree policing priorities with local people every three months
- Work with local people and organisations to tackle shared priorities
- Provide monthly updates to local people on progress and achievement
Public confidence and satisfaction

It is essential that we understand how the community feels about our level of service and how we are perceived.

We have numerous ways of engaging with the public to obtain feedback.

Three key ways are as follows:

- Victims of crime by a telephone survey, monthly
- Over To You where nearly 2,000 people are spoken to face-to-face, annually
- Crime Survey in England and Wales ongoing, national Home Office Survey

We speak to victims of house burglary, vehicle crime, violence and hate crime. It is vital to find out first hand accounts of people’s experience and what they really think of the service they receive. We use this feedback to alter the way we do things and improve our service. Positive responses are fed back to officers and staff to highlight best practice. Additional work is done with any dissatisfied people to try to identify why they were not happy with the service received and to see how they feel their experience could have been improved.

For 2014/15 year to date:

User satisfaction survey
83% of victims surveyed are satisfied with the service provided

Crime Survey in England and Wales
74% of the public are confident in their local police

“Reducing crime is essential but making sure we treat people fairly, keeping them informed, giving them a good service – that is a fundamental part of our business.”

Chief Constable
Mick Creedon
Improving our service to you

The drive to improve customer satisfaction is ongoing and has included setting police officer and police staff personal objectives, training, pocket book guides, internal briefings, DVDs, poster campaigns, the introduction of Crime Contracts and the use of restorative justice disposals. These initiatives have been developed within force at minimal cost with a focus on improving satisfaction.

Percentage of people who are confident in their local police

* Source Crime Survey in England and Wales results
We are listening to and acting on the views of our communities

Local priorities are also determined by holding public consultation events such as ‘Over To You’ and focus groups in schools and colleges. These events enable us to establish viewpoints and perspectives directly from the communities we serve. In 2015 1,897 people responded to the ‘Over To You’ questionnaire, either online or one-to-one at public events. The top five priorities are listed below:

1. Safeguarding
2. Sexual assault/violence
3. Terrorism
4. Anti-Social Behaviour
5. Burglary

In recent years Over To You has extended to cover key employers in the county and schools, colleges and the University of Derby to ensure we take into account the views of younger people. Alongside this officers and staff hold and take part in numerous meetings such as police surgeries, neighbourhood forums and panel meetings. We also regularly hold online discussions on a variety of areas of policing as part of the force’s virtual surgeries. These give people the chance to talk directly to officers and specialist staff in a safe and anonymous environment.
We have taken the opportunity to make us even more efficient

- We work with other forces to investigate major crimes, to utilise forensics technology and expertise, and to deliver many other services across our region.
- We review our buildings and other assets to best align them with policing needs.
- We are committed to cutting bureaucracy and streamlining our administrative processes.
- We invest in up-to-date technology to give our officers and staff the tools to do their jobs.

Recruitment

In December 2015 the policing minister announced that Derbyshire’s police grant for 2016 will be 99.8m. This is a decrease of £600,000 compared to the existing grant of £100.4m.

Although this may seem like a lot of money it does not take into consideration other big pressures the force face including child sexual exploitation, terrorism and cybercrime.

The Home Secretary made it very clear that the police service cannot just stand still. As a result of his Derbyshire are embarking on a period of police officer recruitment.

There are plans in place to open recruitment for police officers and police community support officers for the next two financial years.
If you require more information, a printed copy, an alternative language document or a different format please contact:

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