

POLICE AND CRIME PLAN

April 2013 to March 2017

POLICE and CRIME COMMISSIONER for HUMBERSIDE





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Police and Crime Commissioner for Humberside

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1. Foreword

It gives me enormous pleasure to be able to introduce my first Police and Crime Plan for Humberside. The fact that I am in a position to do this is due to those of you who took the time and effort to come out on 15 November 2012 and vote for me in the first ever Police and Crime Commissioner Election and I thank you all for that. Now that I am in post, I need to repay the faith and trust that you have shown in me and deliver against my Election promises. I have listened to your concerns, experiences and suggestions and look forward to continuing this dialogue with you over the coming years.

Reducing crime is my number one priority, and in this Police and Crime Plan 2013-17, I will outline my long-term vision and what I want to achieve on behalf of those who receive a service from the police or who may need their services in the future. This plan should act as a guiding hand for dealing with, and overcoming, the policing and community safety challenges that face us today and in the future. As with other public sector organisations, dealing with the necessary budget reductions and the commitment to deliver 'value for money' provides me, Humberside Police and partners, with a whole range of challenges. It does however, present opportunities as we examine what we do, what can be done differently and how we can combine all public resources to improve outcomes in the most efficient, effective and sustainable way.

That said, prior to the Government's 2010 spending review that ushered in the current efficiency drive, Humberside Police had already commenced major restructuring programmes to create a more cost effective, customer focused policing service which has reduced crime year on year for the last nine years.

As the first Police and Crime Commissioner for Humberside I am determined to build on this achievement by leading the successful delivery of my Police and Crime Plan. I say my Police and Crime Plan, but it is our Police and Crime Plan because it has been put together with the close involvement of the public and partners and it focuses mainly on our communities. In putting this plan together I have in particular engaged our newly appointed Chief Constable, Justine Curran, who is fully committed to delivering the police elements of the plan and to working alongside me to engage with our partners to cut crime and make Humberside even safer.

My vision of safer neighbourhoods, improved levels of public confidence, crime reduction, public protection and more responsive victim services can only become a reality if I can continue to harness the energy and enthusiasm of the public to become a key part of the solution. We will also need even more effective partnership working to enable us to find solutions to some of the difficult problems facing communities.

2. MY VISION FOR POLICING AND CRIME.

My vision for policing and crime across the Humberside area is a simple one. It is to put the public and victims of crime at the centre of everything I do. To do this I need to understand the needs of the public and victims of crime and anti-social behaviour to ensure that the police and partners continue to respond effectively to these concerns and wider threats to public safety. **In a nutshell, I aim to prevent and reduce crime, protect the public from serious harm, improve public safety and provide high quality services to victims.**

I want to see a police service that catches criminals, particularly those who do the most harm to our communities. I also want a service that is not just anchored in the communities in which it serves, and that simply asks communities what their problems are, but one that encourages and empowers the public to be key partners in solving those problems through active co-operation and participation with the police and other local agencies. With the Chief Constable of Humberside Police, I will build on the success of our neighbourhood policing teams as I believe these are the foundation upon which effective policing is delivered.

I want to engineer a change that will see a better balance between the preventative and reactive approach to tackling crime. This approach to policing and crime reduction will see a greater focus on the underlying issues that drive crime, such as re-offending, drugs and alcohol misuse, mental health, social care and wider socio-economic factors such as deprivation, education and employment. This will require me to work with other agencies and across local authority boundaries and require a greater emphasis on the causes rather than the symptoms of crime and anti-social behaviour. There is also an increasing need to strike the right balance between the rehabilitation of offenders (through techniques such as restorative justice, community sentences,

prisoner education) and the punishment of offenders. **I am determined to work with senior leaders, victims and the public to tackle the issue of re-offending.**

I am very aware of the economic austerity facing local people, **so I am determined to do this in a way that ensures taxpayers' money is spent wisely.** To drive greater efficiency I will adopt two of the key principles of modern policing, namely partnerships and prevention and the linked theme of early intervention. Partnership working is critical because many policing and crime problems are interconnected and cannot be solved by the police service acting alone.

The prevention of crime and anti-social behaviour and catching criminals are both vital parts of my vision. Prevention goes hand in hand with partnerships and both are essential to get **upstream of crime** by addressing the causes of crime rather than the symptoms. This will mean reductions in crime and disorder in the longer term and therefore reduce the demand on policing, community safety and criminal justice services. However, when offences are committed, catching the criminal and responding to the needs of victims will be central to our service.

As well as focusing on prevention and partnerships, **I am determined, together with the Chief Constable, that as a police service we maximise the potential of all the staff who work for Humberside Police,** and that their discretion and professional judgement is encouraged and supported. Staff should be well led and managed, confident about the direction we are moving in, and understand their own personal contribution to achieving the outcomes in my plan. In addition, more special constables and volunteers will be encouraged to effectively enhance the delivery of local policing and I see the use of these members of our team as the very embodiment of active public involvement and recognition that **'the police are the public and the public are the police'**.

Local Policing

Humberside Police cover a policing area than spans the Humber estuary. Three territorial policing divisions are established, two on the North Bank in the East Riding of Yorkshire and Kingston upon Hull and one on the South Bank covering North Lincolnshire and North East Lincolnshire.

Humberside Police is organised into three ‘pillars’ of policing:

‘Response’, which consists of a mix of police staff and officers who answer emergency and non-emergency calls from the public, and where appropriate, deploy officers through incident resolution teams to respond to calls for service.

The second pillar is **‘Investigation’** made up of a mix of police officers and police staff investigators who are organised in a number of specialist teams to prevent and investigate crime ranging from shop theft, domestic burglary and car crime to, at the other end of the spectrum, the most serious crimes such as murder, child abuse and terrorism. A number of these officers also work to actively prevent offending through the management of offenders, including sex offenders.

The third pillar consists of **‘Neighbourhood Policing’** with a number of dedicated Neighbourhood Policing Teams covering the area, made up of Neighbourhood Police Officers and Police Community Support Officers (PCSOs). These officers are supported by Incident Resolution Staff and a number of Special Constables. To find out more details about your local policing team, their priorities and actions, meetings and events or to get involved, please visit the Humberside Police website at www.humberside.police.co.uk.

In terms of the wider Criminal Justice System (CJS) Humberside Police are involved in extensive partnership arrangements with, for example, the Probation Trust, Crown Prosecution Service (CPS), Her Majesty’s Courts and Tribunal Service (HMCTS) and the Prison Service. These organisations come together under the umbrella of the Humberside Criminal Justice Board, which is currently chaired by the Chief Constable.

Humberside Police also work in partnership with the Local Authority, Probation, Health, Prisons and Fire and Rescue as part of Community Safety Partnerships (CSPs) which currently operate across the four local authority areas. Each Community Safety Partnership produces a Community Safety Plan each year to tackle local crime and anti-social behaviour issues. These plans should have ‘due regard’ to the Outcomes and Objectives outlined in this plan. Further details of the work being undertaken by your local Community Safety Partnership can be found on the following websites.

In Kingston upon Hull, the Community Safety Partnership is known as **‘Citysafe’** and is responsible for coordinating the work of the ‘Responsible Authority’ partners who are Kingston upon Hull City Council, Humberside Police, Humberside Fire and Rescue Service, NHS Hull and Humberside Probation Service. The details of their community safety priorities and plans can be found at www.hullcc.gov.uk.

North East Lincolnshire’s partnership arrangements with their ‘Responsible Authority’ partners come under the banner of **‘Safer and Stronger Communities’**. They meet regularly with a multi-agency task group and decide on the tactics to respond to community safety issues and concerns. The details of their specific priorities and plans can be found at www.nelincs.gov.uk.

In the East Riding of Yorkshire, the aim of the **‘Safe Communities Partnership’** is to work closely and co-operatively with local communities, partner agencies and local groups to cut crime, reduce anti-social behaviour, target offenders and support victims. The details of how they work and their Community Safety Plan can be found at www.eastriding.gov.uk.

The North Lincolnshire **‘Safer Neighbourhoods Partnership’** work with professionals, other agencies and communities to make North Lincolnshire a better and safer place to live. The details of their priorities and current initiatives can be found at www.saferneighbourhoods.net/

4. POLICE AND CRIME PLAN – OUTCOMES AND OBJECTIVES.

My mission, as the Police and Crime Commissioner for **Humberside, will see Humberside Police consistently deliver the highest quality of service to the public and make our communities even safer. This will involve working with our partners and local communities to prevent crime, target offenders, protect the public and seek justice for victims.**

Working with the Chief Constable, communities, community safety and criminal justice agencies and other public and voluntary sector organisations, I will work tirelessly to ensure my key outcomes are delivered. My plan is summarised in the table below with the detail provided in the accompanying narrative. Whilst this plan sets out what we are trying to do it also contains some details about how this ambition will be realised.

OUTCOMES		
Reduce Crime	Protect the Public and Improve Safety	Improve the Quality of Services for Victims
SUPPORTING OBJECTIVES		
(i) Reduce Violent Crime	(i) Manage Dangerous Offenders	(i) Reduce Repeat Victimisation
(ii) Target Resources at Drugs, Alcohol and Mental Health	(ii) Meet Obligations to National Threats	(ii) Support Victim Recovery
(iii) Target Offenders and Places (such as crime and ASB hotspots)	(iii) Protect Children, Youth and Vulnerable Adults	(iii) Expand Restorative Justice and Community Payback so that offenders are seen to pay for their crimes in local communities
(iv) Increase Visibility, Availability and Accessibility of Police and other services	(iv) Empower and Enable Local Communities to work together with the police and other agencies to solve problems locally	(iv) Ensure a Prompt and Effective response from the police and other services to calls for service.

The three outcomes shown above have been developed following extensive consultation undertaken by me as the Police and Crime Commissioner with the public and partner agencies, such as Community Safety Partnerships and the Voluntary Sector. They provide a longer-term perspective for the police and partner organisations and are supported by objectives, which provide the immediate focus and are thought to provide the best possible chance of achieving the longer term outcomes. This will guide my work and efforts over the coming years, as the Chief Constable and I look to build on the already good relationships with partner organisations in order to deliver my vision whilst simultaneously delivering increased value for money. I will expect to be judged at the next Police and Crime Commissioner Election in May 2016 on whether these outcomes have been achieved.

To ensure my police and crime plan secures the support of Humberside Police, Community Safety Partnerships, other criminal justice agencies and the voluntary sector I intend to hold a series

of police and crime summits. This will enable me to continue to engage in dialogue with key senior leaders to ensure we identify 'what works', highlight any gaps in service delivery, reduce bureaucracy and bring greater co-ordination and coherence to the actual delivery actions supporting this Plan.

To help deliver these objectives a number of key 'Enablers' as well as 'Resources' are required and these need to be operating in a coordinated and coherent manner. These are illustrated in the table below.

The enabling factors revolve around building more effective relations with local communities and partner agencies and making better use of intelligence and knowledge. This will aid our assessment and understanding of public and victims needs to best direct the use of resources. Finally, we must make the very best use of these resources which include staff, technology, vehicles and buildings.

ENABLERS	
Problem Solving With Communities	
Problem Solving With Partners	
Improved Information Management	
POLICE RESOURCES	
A Fully Engaged and Professional Workforce	
Improved Use of Technology	
Optimise Buildings and Fleet	



OUTCOME 1 – REDUCE CRIME

Reducing crime is my number one priority.

I realise however, that the police cannot deliver this alone, so I will actively promote a joined up partnership approach. We can reduce crime by working better with the health service and other partners to stop crime before it happens, rather than picking up the pieces afterwards. The police, as always, will have the primary responsibility to respond to, investigate and detect crime.

Humberside Police, working together with a range of partners, have been very successful in reducing crime with a reduction of over 55% in overall crime since 2005. I am determined to work with the Chief Constable to enhance partnership working, to strengthen it even further and continue to cut crime. However, sustained crime reduction requires a strategy that brings together the police with all other agencies, to tackle the behaviours and lifestyles that contribute to crime and anti-social behaviour.

The supporting objectives to help deliver the above outcome are:

(i) Reduce Violent Crime

Despite the reduction in violent crime over the last few years, it remains too high. ‘Violence against the Person’ and ‘Assault with Injury’ are the crime types that figure most prominently in the Humberside Police threat, harm and risk assessment. Domestic violence accounted for approximately a quarter of these cases. The influence of drink and/or drugs is a major contributory factor in approximately 40% of violence against the person cases and **I will therefore continue to support drug and alcohol intervention programmes through the Community Safety Fund.**

I will be asking the Chief Constable to make the reduction of violent crime and aggressive behaviour on our streets one of her top priorities. The force will continue to work with partners, particularly local authorities, licensed premises and health services, to tackle alcohol and drug related violence.

Reducing domestic violence and protecting

children from harm will remain crucial to both me and the Chief Constable. A great deal of progress has been made in recent years in these areas and I will continue to support, in particular, the strong partnership working that has contributed to this success. The Chief Constable will ensure the force’s capability in these areas is protected despite the considerable budgetary pressures.

In addition, many of the factors that affect an individual’s risk of violence arise through their circumstances and experiences in early life. Exposure to abuse or severe neglect in early life can contribute to children having lower self-esteem, poorer social skills, poorer mental wellbeing and lead to them considering violence as a normal way of resolving conflict. In short, adverse childhood experiences can increase the likelihood of becoming perpetrators of violence in later life.

To effectively get upstream of crime and reduce violence as a result of troubled childhoods will require a great deal of partnership working, collaboration and joint interventions by key organisations in addition to the police, such as health and local authorities, the fire and rescue service and other criminal justice agencies.

I will be looking to further projects that develop parenting skills, support families and strengthen relationships between parents, carers and children. This links with my objective around alcohol, drugs and mental health and the Government’s Troubled Families Initiative.

(ii) Target Resources at Drugs, Alcohol and Mental Health

My vision for policing refers to the need to get **upstream of crime.** To achieve this it is essential that there is a greater focus and support from mental health services, social care, and drug and alcohol services to those people already in, or on the edges of, the criminal justice system. Through meaningful partnership working and focused intervention policies, we can invest in preventing many of the social and mental problems that cause dysfunction, to achieve positive results which help

to reduce crime (including violent crime) and anti-social behaviour in the future.

The police, of course, are a key part of the overall solution and will continue to deal with enforcement issues to restrict the supply of drugs and disrupt organised crime gangs. They will also make sure that those who try to profit from these crimes will feel the full force of the law in relation to seizing and confiscating the proceeds of crime. **I will also be seeking a renewed effort on promoting and enabling drug and alcohol recovery through treatment services that will reduce this demand and its associated crimes.** In doing so, this can have positive health and social benefits for individuals and communities. In North East Lincolnshire there is now an integrated approach to drug and alcohol arrest referrals through the use of joint alcohol and drug workers in the police custody suite assessing the needs of offenders and signposting them to the most appropriate treatment services. I will look to extend this good practice across the Humberside area.

The Government’s **Troubled Families** initiative aims to identify, and for partner agencies to work with, those people and families with multiple social needs, such as worklessness, education non-attendance, youth offending, substance misuse, crime and anti social behaviour. **I will ensure that the police play their full part in this initiative.**

I recognise alcohol misuse is also a key contributory factor of violent crime, in particular domestic violence and assault with injury. Furthermore, alcohol misuse is also a factor in vandalism, public disorder and traffic accidents. **As Police and Crime Commissioner, I am determined to work closely with the Chief Constable and Community Safety Partnerships to confront the crime and anti-social behaviour that results from alcohol misuse. As well as investing in alcohol treatment I will look to exert greater influence in licensing decisions, prioritise drink-drive campaigns, liaise effectively with accident and emergency departments and campaign for responsible alcohol marketing. In addition I will explore**

innovative tactics to increase personal responsibility for dealing with drunken behaviour and criminality. The Police Reform and Social Responsibility Act 2011 gives power back to local agencies for local alcohol issues to challenge unacceptable behaviour and gain more control over the opening and closing hours of local businesses to stop crime and disorder. In short, I believe we need to see greater responsibility from the licensing industry as well as greater user responsibility.

With respect to mental health, the Centre for Mental Health advises that six out of ten child offenders have speech and communication problems, more than a third of hardened criminals were in care as children and over a half have no educational qualifications at all. It is important to tackle these issues together to reduce the impact in the long term on the police service and other aspects of the Criminal Justice System. **I feel the treatment of vulnerable individuals with mental health problems is vital. I will be looking at ways to improve the early assessment and screening of mental health in custody suites through innovative practices that can provide better support for vulnerable offenders.**

(iii) Target Offenders and Places

Catching criminals is a basic function of the police service and one of the ways to reduce crime is a greater focus on offenders and re-offending. We need to increase the proportion of crimes that are solved and ensure more offenders are brought to justice and are punished for their crime. However, on its own punishment is often not enough to stop criminal offending. It therefore needs to be complemented with a focus on rehabilitating and resettling offenders through education and restorative justice practices. Re-offending accounts for a significant amount of crime, and evidence shows³ that first time offenders can be deterred by restorative justice options (see Outcome 3, Objective iii). Restorative justice techniques are not a soft option. Used properly they bring much better satisfaction for victims and make reoffending much less likely.

³ Her Majesty’s Inspectorate of Constabularies (HMIC) www.hmic.gov.uk

Evidence⁴ also suggests that crime and anti-social behaviour are not evenly distributed, but rather are highly concentrated with some neighbourhoods, streets and people much more likely to experience crime than others, and our findings suggest this is often linked to those areas that suffer higher levels of deprivation. Working closely with communities, together with an increased focus and targeting of crime prevention activities, are tactics that the police and partners can use to reduce crime. This objective has clear links with Integrated Offender Management (IOM) which identifies those offenders committing a disproportionate amount of crime and concentrates effort and resources on these individuals to stop them committing crime. It is recognised that this approach can have a significant impact on reducing serious crime such as burglary and robbery. This links with objective (ii) above, as it is well established that these types of crime are driven by socio-economic factors which require a wider partnership intervention encompassing drugs and alcohol, access to housing and more employment opportunities.

There are 81 council wards across the Humberside area. An analysis of crime data and emergency (999) calls for service data indicates that approximately 20% (16) of these wards account for almost 50% of all emergency calls for service and 45% of all crime. It is logical and more efficient for the police and partners to target resources and effort in these particular areas to ensure the best possible return for the public, whilst not forgetting that all areas must receive an effective and appropriate police presence.

Humberside Police use sophisticated crime mapping and intelligence gathering techniques to identify hot-spots. The force will target police

resources in these areas to catch offenders as well as working with partners to solve longer-term community problems.

(iv) Increase Visibility, Availability and Accessibility of the Police and Other Services

There is a real public appetite for a highly visible police presence. This is usually associated with the desire to see crime reduced and confidence improved. A greater visible presence is most effective when targeted at specific places where the need is greatest. Research by the National Policing Improvement Agency (NPIA) has shown that targeted foot patrol can improve public confidence in the police, perceptions of crime, and enhanced feelings of safety. It can also reduce crime when implemented alongside community engagement and problem solving techniques.

Police visibility will be improved through the recruitment and deployment of police special constables and volunteers, and as such these will be key actions to support the implementation of this objective.

I will work with the Chief Constable to ensure visible police patrols using police officers, police community support officers and special constables are targeted in the places of greatest need and at the right time.

Police presence is not just about visible patrols. Neighbourhood policing teams will continue to make their presence felt in a range of ways, including holding surgeries and meetings in prominent places, attending council and community meetings, posting crime prevention information and posting on-line updates on what is happening in your neighbourhood on the force website.



⁴ Her Majesty's Inspectorate of Constabularies (HMIC) www.hmic.gov.uk

OUTCOME 2 – PROTECT THE PUBLIC AND IMPROVE SAFETY

My first duty as your Police and Crime Commissioner, together with the Chief Constable and other partners, is to provide protection to the public. This involves protection from those crimes and anti-social behaviour that are visible to the public, but also includes serious and major crime that is not always obvious but requires a coherent response. In view of this I have developed four supporting objectives to help deliver this outcome.

(i) Manage Dangerous Offenders

One of the key responsibilities of the police service, working with statutory and voluntary partners, is to manage the risk posed by the most serious sexual, violent and high-profile offenders in our communities. Through our consultation arrangements the public have identified this to be a key issue as they have recognised the potential risk of serious harm and the need to direct a sufficient level of resource to address this. Multi Agency Public Protection Arrangements (MAPPA) are used to manage the risk across the Humberside area, bringing together the Police, Probation and the Prison Service. The MAPPA 2012 Annual Report predicts a 10% increase in the number of offenders being actively managed. These arrangements are used to reduce the level of re-offending and are therefore linked with Integrated Offender Management (IOM) plans to help protect the public..

(ii) Meet Obligations to National Threats

My Police and Crime Plan must have regard to the Strategic Policing Requirement (SPR) issued by the Home Secretary in 2012. The threats to national security and public safety outlined in the SPR are such that they either affect multiple police force areas, or may require resources to be brought together from multiple force areas, in order to be countered efficiently and effectively. These threats which include terrorism, organised crime and cyber crime cannot be managed by a single police force acting alone and will require a response rooted in local and regional policing. This will necessitate the forging of effective working relationships with the

new National Crime Agency, other police forces and other law enforcement agencies such as Customs and Excise and the UK Border Agency.

I will encourage the continued collaboration with other regional forces to ensure we have the specialist police capability to deal with the most serious crimes including terrorism, organised crime motivated by financial profit and child sexual exploitation.

Humberside Police have been a key partner in developing collaboration arrangements with the other three police forces in the Yorkshire and Humber region. These arrangements have put in place a strong police capability to tackle serious and organised crime as well as prevent terrorism. The force has also made considerable savings by sharing specialist resources such as underwater search and marine policing, which is hosted by Humberside Police for the entire region. **I am keen to further develop this work for specialist operational policing and will support the Chief Constable to do so.**

(iii) Protect Children, Youth and Vulnerable Adults

The police will often be in a unique position to identify the early-warning signs when a child, young person or vulnerable adult is suffering abuse or harm, and play an essential role in their protection. As the Police and Crime Commissioner for Humberside **I must ensure that the Chief Constable protects and promotes the welfare of children.** This is often done in partnership with other agencies via Local Safeguarding Boards. Police officers are also involved with other partner agencies such as Community Safety Partnerships or Multi Agency Public Protection Arrangements (MAPPA) that also play a role in protecting children.

Early years' intervention and targeting of young people who are most vulnerable to, or already involved in, offending is crucial. I want to see the police working effectively with agencies such as Youth Offending Teams (YOTs) to divert young people into positive alternatives such as creative activities, training and sport. Humberside Police

already run some very effective schemes such as 'Lifestyle', 'Rock Challenge' and 'Night Challenge'. These projects aim to divert young people into worthwhile activities and raise awareness of the dangers of drugs and alcohol as well as helping to instil a sense of achievement, confidence and self esteem into some of our disadvantaged young people. I will look to introduce a Youth Ambassador to work with existing youth organisations and schools promoting educational messages regarding drugs, alcohol and internet safety.

I also aim to work in partnership with health, social care and professionals from other organisations to help shape the actions that are required to protect and promote the welfare of children to enable them to have a better chance of making a success in the rest of their lives. Developing young children's physical, social and emotional skills before they enter formal education can have a positive and sustainable impact on the prevention of future criminal activity.

(iv) Empower and Enable Local Communities

Policing by consent, and with public involvement, is at the heart of my vision for policing outlined in this Plan and is the cornerstone of British policing. My plan will have a better chance of being delivered if members of the public are willing to play their part. There will never be enough police officers to prevent every crime and police every street corner, which is why **I want every citizen to be motivated to call the emergency services, provide information to their local neighbourhood team and be willing to give evidence in court to secure a prosecution.** To assist local people to report crime I will introduce a free smartphone application. This can be used to report crime and

send in pictures and videos which can be reviewed in the Force control room within seconds.

There are lots of other things citizens can do to become more involved with the police to help tackle crime and anti-social behaviour. These include joining a local Neighbourhood Watch Group, Farm Watch, Shop Watch, becoming a Special Constable or volunteering. As your Police and Crime Commissioner, **I can make Community Safety Grants to individuals and community groups to help fund worthwhile crime prevention and community safety projects, and to encourage more local people to be part of the solution.**

I will work with local people to help them to combat crime and anti-social behaviour in their own communities, wherever possible linking with existing initiatives that are already working effectively in order to enhance and sustain them in the future.

Finally, I am conscious of public concern regarding issue of improving safety on our roads and I will instigate a review of road safety covering, amongst other things, road safety cameras, unnecessary traffic signs, anti-social driving and speeding. I acknowledge the responsibility for road safety in East Yorkshire and Northern Lincolnshire is shared by every motor vehicle user, motorcyclist, cyclist and pedestrian. Despite the fall in the number of those killed or seriously injured on the regions roads there is a need to reduce the number of road casualties still further, be this through education, engineering or enforcement, and particularly community involvement. I will work closely with (and challenge) the Safer Roads Humber Partnership and local authorities to make the roads of East Yorkshire and Northern Lincolnshire safer.



OUTCOME 3 - IMPROVE THE QUALITY OF SERVICE FOR VICTIMS

To help deliver this outcome I have developed four supporting objectives for the police and partner agencies. Effort and resources should be targeted in these areas and in particular at those victims at the greatest risk of threat and harm.

(i) Reduce Repeat Victimisation

For certain types of crime, a victim is very likely to become a repeat victim within a short space of time and there is an inextricable link between repeat victims and high crime areas. The result of this is that police resources are put in these higher crime areas to ensure that persistent offenders are targeted. A focus on preventing and reducing the risk of people becoming repeat victims can be effective in reducing crime. This links with the objective for Outcome 1 regarding 'targeting offenders and places'. **Concentrating on protecting those victims at greatest risk of becoming repeat victims can often be achieved by planning police and partner resources according to place and time. Finally, addressing repeat victimisation can be a great way of bringing together the police and partners who do not only work in supporting victims but also deliver crime prevention advice.**

(ii) Support Victim Recovery

From 1 April 2014, I will be responsible for commissioning most of the emotional and practical support services for victims of crime and anti-social behaviour that are currently provided by the voluntary, community and social enterprise sectors. I want to go beyond the minimum level of service set out in the Victims' Code⁵ and improve levels of victim recovery from the devastating impact that crime and anti-social behaviour can have on individuals and families. In particular, **I am keen to support those who are the most vulnerable, those who are persistently targeted and subjected to the most serious crimes, including families bereaved by crime and those victims of domestic and sexual violence. Support and actions for victims could include the provision of refuges/shelters, greater advocacy and counselling treatment for post traumatic stress**

and cognitive behavioural therapy. In terms of the future commissioning of victims' services, I will be looking at those providers who can best deliver the outcomes of helping victims to cope with the immediate effects of crime, but also those providers who can help victims recover from the harm they have experienced, within the resources available.

Providing a first class service to victims is also at the heart of my vision for policing and crime. Victim satisfaction rates have steadily improved reaching an all time high in January 2013. I am determined, with the Chief Constable to improve this further and work towards a personally tailored response to victims of all crime and incidents. **It is our aim that a victim will be able to engage with Humberside Police at a time, place and method of their choosing.**

(iii) Expand Restorative Justice and Community Payback

Restorative Justice is a victim-focused method of holding offenders (young and adult) directly accountable to their victims for the crime or anti-social behaviour incident committed. There is strong evidence to support its effectiveness. Ministry of Justice findings show that 85% of victims are satisfied with their experience of Restorative Justice, and that there is also a significant decrease in the frequency of reconviction. **I will ensure the police work with the Probation Service to extend Community Payback schemes and introduce Neighbourhood Justice Panels.** I want to give the victim a greater say in the determination of the punishment and/or rehabilitation.

The Government's plans for the reform of the Criminal Justice System were set out in July 2012 in the White Paper 'Swift and Sure Justice'. The plan aims to address the delays that routinely occur within the Criminal Justice System. On average, five months elapse between offence and sentence in a Magistrates' Court. It is acknowledged that complex cases take time to prepare, but the large majority of cases are relatively minor, do not have to go to trial or are uncontested. **These cases need to be brought to**

⁵ The Code of Practice for Victims of Crime

justice more quickly and I will use my influence to improve the present situation. incident resolution.

(iv) Provide a Prompt and Effective Response

Answering and responding promptly and effectively to emergency calls is one of the most important services provided by Humberside Police, according to my public consultation. This is often the first impression the public or victims of crime or anti-social behaviour will have of the police service. The response needs to be swift and sympathetic to the vulnerability of the individual (not necessarily the crime type). The expectation of the individual should be managed in conjunction with wider public safety and crime reduction issues, but whenever possible **the victim should always come first.**

Humberside Police are one of the best performing forces in the country for the time taken in answering calls from the public. I will be working with the Chief Constable to extend this standard of excellence throughout the areas of response policing and



5. DELIVERING THE PLAN

To achieve the Police and Crime Objectives outlined above (and ultimately the longer-term Outcomes) some key 'enablers' will need to be in place. These are problem solving with communities, problem solving with partners and improved information management.

Problem Solving with Communities

It is widely accepted that problem solving is an effective overall policing strategy for crime reduction. The adoption of a problem-solving approach typically involves the police adopting a simple, logical and evidence-based approach to making decisions.

Engaging local people in the problem-solving process can be particularly effective as they can help to identify the crime and anti-social behaviour problems which affect people the most. This links with my vision of empowering communities and encouraging public participation and building sustainable solutions. The more the public are willing to stand up and play a part, for example either as a member of the special constabulary, acting as a witness or capable guardian or simply providing information to their local policing team, then the greater the likelihood of delivering the Objective and Outcomes in this Police and Crime Plan.

As the Police and Crime Commissioner, I need to encourage and involve the public to have a greater say and input in driving the changes necessary in local communities to cut crime and improve safety.

Problem Solving with Partners

Problem solving often requires the police to work in partnership with other organisations as well as local people to put in place sustainable solutions. Partners play a vital role in problem solving because the police have limited resources. Involving partners in problem solving is often necessary because of the need for co-ordinated action in some circumstances. For example, to reduce violence in a town centre related to late

night drinking, could require analysing hospital admission data, reviewing licensing decisions, introduction of toughened drinking glasses, changes to police patrol patterns, and targeting of alcohol treatment services. Much has been done already in this area and I intend to further support this problem-solving approach through my partnership fund.

Information Management

With increasing collaboration between public bodies in order to cut costs and improve services, along with potential sharing with private sector contractors and partners, there is a growing need to share sometimes sensitive information or data in a timely, secure and auditable way.

Improving and making better use of sometimes complex data, turning it into meaningful information, is often the key to a better understanding of the nature of police and crime problems facing local communities. For example it should also allow us to determine different customer needs in different areas across the sub-region to enable policing services to be closely aligned with, and responsive to, the needs and demands of different communities.

The effective analysis and interpretation of data by all partners can help to identify and establish shared purpose, leading to a joint problem-solving approach and potentially aid joint commissioning activity. For example Multi-Agency Safeguarding 'Hubs' (MASH) can bring together the police, children's and adult social care teams, health services and others to collect, share and act on information on vulnerable children and adults.

Whilst technology can facilitate the secure sharing of data and information between agencies, technology is often not the main problem. The problem is often one of changing cultures across the public sector and as the Police and Crime Commissioner **I aim to encourage more openness with data sharing to foster vital trust between partner bodies.**

The establishment of a pan-Humberside data-hub with appropriate management arrangements in place could ensure that organisations work more efficiently and effectively together. This could lead to joint commissioning and actions that are better coordinated between the various agencies and different levels of delivery. **I will engage with the Chief Constable and key partners about the potential for such a sub- regional data-hub, building on the work of the Humber Data Observatory.**

Police officers would also benefit from improvements in intelligence systems that have the capability to provide them with real time relevant information and intelligence in the field.

The introduction of mobile data devices, for use whilst on foot patrol or in police vehicles, can make this happen when accompanied with a change in police cultural practices. **The value of quality and timely information in the hands of police professionals cannot be overstated** as it can lead to police officers spending more time in their local community rather than in police stations and being more effective in identifying and apprehending criminals. This can be a huge advantage for crime control purposes.



6. RESOURCES

In times of financial austerity it is even more important than ever that our resources are used in the most efficient and effective way possible. As Police and Crime Commissioner, I have decided to freeze the police precept for 2013/14. Council taxpayers will therefore pay the same amount towards policing and community safety initiatives as they have in 2012/13.

This, together with my decision to use reserves to support spending in 2013/14 has determined the level of funding available to help deliver my Police and Crime Plan. The budget will be split between the Chief Constable and partner organisations such as Community Safety Partnerships to ensure the public receive the

best value policing and community safety services possible.

I will work with the Chief Constable to ensure that the monies allocated to her can be utilised to secure the best outcomes for local people. The activities of partners are also extremely important to delivering the Plan and I will use a new grant of £2.316m in 2013/14, the Community Safety Fund, supplemented by monies held in a Partnership Reserve to support crime reduction and community safety initiatives.

Details of where the money comes from and how it will be spent are detailed in the following tables:

<i>Where the money comes from</i>	£'m 2012/13	£'m 2013/14
Police Grant	69.459	73.372
Revenue Support Grant	1.014	0
Business Rates	51.124	50.978
Council Tax	50.231	42.160
Council Tax Freeze Grant 2011/12	1.199	1.199
Council Tax Freeze Grant 2013/14	0	0.503
Council Tax Reduction Scheme Transitional Grant	0	0.162
Council Tax Support Grant	0	8.315
Income / Other Grants	6.773	1.717
Use of Reserves	1.940	1.841
Community Safety Fund	0	2.316
TOTAL	181.740	182.563

<i>Where the money goes to</i>	£'m 2012/13	£'m 2013/14
Police Officers	81.094	76.682
Police Support Staff	43.565	44.371
PCSO's	9.277	9.155
Police Officer Pensions	16.958	16.549
Other Employee Costs	0.929	0.937
Premises	5.378	5.852
Transport	4.488	4.883
Supplies and Services	13.287	14.458
Forensic Science / Pathology	1.443	1.570
Other Services	2.993	3.257
Special Constables	0.040	0.044
Capital Financing Charges	2.288	2.489
Community Safety Fund	0	2.316
TOTAL	181.740	182.563

In addition to the day to day expenditure above, I have approved a programme of capital spending of £17.05m in 2013/14 which I will finance through a combination of borrowing and capital grant.

<i>Expenditure</i>	£'m	<i>Financing</i>	£'m
Estates	11.595	Loans	15.452
IT Equipment	4.573	Grant	1.600
Vehicles and Equipment	0.784		
TOTAL	17.052		17.052

In the main, the budget available pays for three key resources. These are our people, technology and buildings and it is the decisions that are made in relation to these that must directly address the ambition of the Police and Crime Plan.

People

Humberside Police has a workforce of approximately 4,000⁶ performing a variety of functions.

Police Officers (FTE)	1,782
Police Staff (FTE)	1,253
Police Community Support Officers (FTE)	299
Special Constables (Headcount)	362
Designated Officers* (FTE)	255

FTE = Full Time Equivalent

* Designated Officers are those members of staff performing Investigating Officer or Detention Officer Roles.

⁶ As at 25th February 2013

To achieve my vision, Humberside Police must have a workforce that is strongly engaged and all pulling in the same direction. I want to see a committed workforce where everyone is encouraged and given the opportunity to develop their full potential through training and development and empowered to exercise their professional discretion. The Chief Constable and I have a shared mission in that we want all officers, staff and volunteers to be proud to work for Humberside Police.

To improve performance in times of austerity we must develop our people through learning and development. It is also important that staff are recognised and valued for what they do and understand how their day to day work contributes towards delivering the outcomes we are striving for.

Technology

Much crime reduction over the last three decades can be attributed to technological initiatives. For example the spread of domestic burglar alarms and the installation of car alarms and immobilisers have contributed to reductions in burglary and car crime. More recently the use of Automated Number Plate Recognition (ANPR) system has had an impact on serious organised crime groups as well as car crime and illegal drivers. CCTV has also played an important role in deterring crime as well as helping to solve crime.

More streamlined, yet joined-up, technology is critical to address changing policing needs and to improve strategic capability. Humberside Police have entered into an alliance with South Yorkshire Police to create a single IT system to deliver a better service at a reduced cost. Whilst much has been done with technology there is still a long way to go and significant potential. **Working with the Chief Constable I will invest in new technology to streamline processes and in particular allow officers and staff to work more efficiently.**

Mobile Data Systems, for example, allow officers to remain out on the streets rather than returning to police buildings to access and update systems. This in turn helps us to contend with the significant financial challenges facing the Force. It allows us, unpalatable as it may be, to reduce officer and staff numbers safely without reducing the level of service to the public. I will seek to maximise this opportunity as much as I can.

Physical Assets (Estate and Fleet)

It is vital that our police service is visible, accessible and available to all communities.

Physical assets such as buildings, vehicles, equipment and mobile police stations need to be used to maximum efficiency. This will sometimes mean the disposal of our older and less efficient assets, which can generate additional income to be used for crime reduction. This gives the public greater reassurance and peace of mind. When you need us, we will be there.

To save costs without diminishing access to the police service can often lead to a sharing of public sector resources. As an example, Humberside Police intend relocating the Neighbourhood Police Team (NPT) base at Kirk Ella into offices being developed as part of a refurbishment scheme at Haltemprice Leisure Centre. This would allow for the disposal of the Kirk Ella police station and the realisation of a capital receipt to be used for crime reduction purposes. Similarly, to maximise police visibility, an agreement is being negotiated with East Riding of Yorkshire Council regarding fuel bunkering. Essentially this will see Humberside Police using East Riding of Yorkshire Council's greater network of diesel facilities in return for council vehicles using the petrol facilities of Humberside Police.

7. VALUE FOR MONEY

Making the best use of our resources is what the public would expect from any organisation that is responsible for spending taxpayers' money. The core challenge facing Humberside Police is not to simply reduce costs; it is to reduce costs and improve the quality of services for the public. In this Police and Crime Plan, I have already alluded to three key enabling factors at section 5 that will assist in delivering my three key outcomes. This needs to be achieved at the same time as ensuring value for money for the taxpayer.

I believe that there are five essential elements that we need to improve that will help deliver better value policing services for those who live, work, visit and invest in the Humberside area. These are:

Balance the budget

The pressures on police budgets over the past few years have necessitated a need to examine all aspects of the service through a managed programme of business change. From 2010 this meant taking out £30m from the base budget and the recent police funding received from Central Government means a further £11.2m of additional savings will need to be found. The challenge is to remove 'cost' from the business rather than 'value' and to provide those policing services in a targeted way that contribute to the outcomes the public want to see. My recent public consultation revealed that 83% of respondents agreed that neighbourhoods that suffer higher levels of crime should receive a greater proportion of police and council services as this will increase efficiency in the long term.

Integrated Planning

The purpose of planning (and therefore this Plan to a certain extent) is to define the strategic outcomes that an organisation wants to achieve and to then outline the ongoing and future activities that will deliver these outcomes within available resources. It follows therefore, that planning must have an operational, financial and workforce planning dimension. Whilst there have been improvements over the years in closing the gap between operational and financial and workforce planning there is still a need to improve further. In particular the need to better integrate the wider partnership elements of the planning process (for example the work of Community Safety Partnerships and Local Criminal Justice agencies) with the planning of the Commissioner's Office and Humberside Police could realise further efficiency savings.

Operational and Organisational Collaboration

The need for most public sector organisations to deliver better services with fewer resources has led to collaboration at an operational and organisational level. At an operational level this has seen the creation of much more regional working with other Yorkshire forces, such as a Regional Roads Policing Unit and an Underwater Search and Marine Unit. At an organisational level sharing accommodation and back-office functions can reduce administrative costs without a diminution of service provision.

Increasing collaboration and the sharing of public sector resources can lead to annual efficiency savings that can then be reinvested in frontline service delivery.

Evaluation and Learning

With ever increasing budget reductions it is more important than ever before to better understand what policing and community safety initiatives actually work and which do not. Whilst it is fair to say that ‘cause and effect’ in policing is not always closely related, we must improve our understanding of ‘what works’ and spread this to other areas. This will require a more effective analysis of the ‘before and after picture’ as evaluation is concerned with ensuring that public money is only used on projects that deliver a good social return, such as reduced crime or improved levels of public safety. We should then learn from the evaluation and ensure we only invest in projects or activities that are successful.

Commissioning Delivery Model

Commissioning, in its simplest form, can be described as deciding how to use the total resource available in order to improve public outcomes in the most efficient, effective and sustainable way. As Police and Crime Commissioner, I aim to explore how to do this jointly with other partner organisations where there is a shared purpose.



8. PERFORMANCE MEASUREMENT

The Police and Crime Plan, as well as being a key component of my vision for the future of policing, is also one of the key instruments of performance management. As such, it is essential that I put in place suitable measures of performance to enable me to hold the Chief Constable properly to account. In turn this also lets the public judge whether I am delivering on my promises.

Crime statistics do tell a story and I will of course monitor crime levels given my overall commitment to cut crime. I am equally keen however to be certain that the quality of service being delivered is improving and so will put in place qualitative as well as quantitative measures.

I will for example, attempt to obtain subjective views about the perception of crime and anti-social behaviour, feelings of safety and the level of satisfaction that users of the service feel they receive. These can be balanced with other indicators obtained from police recorded crime statistics, in an attempt to create a suite of performance measures that will provide the public with an indication of whether the Police and Crime Plan is on track to be delivered. I will also monitor

performance by reference to the Crime Survey for England and Wales (CSE&W) which is carried out for the Home Office.

I will not be setting any specific numerical targets in this Plan. This is in line with the Home Secretary’s single aim which is to reduce crime. I believe that a focus on targets can distort the system and, due to possible ‘gaming’, lead to unintended consequences that can deflect from attaining the desired outcomes.

On the basis that we only measure what we value, the performance indicators listed in the table below provide the best view of whether policing services (and the wider criminal justice system) are improving.

The performance measures provide an ‘at a glance’ view of performance but a much more comprehensive assurance framework will be developed to enable me to understand and examine wider aspects of police and partner performance, processes and activities. I will be in regular dialogue with local communities so will always be able to assess the public view about performance and whether you can see and feel a difference.

POLICE AND CRIME PLAN - PERFORMANCE MEASURES

OUTCOMES	PERFORMANCE MEASURES	INTENT
1. REDUCE CRIME	(i) Total Recorded Crime per 1,000 population (ii) Total Recorded Violent Crime per 1,000 population (iii) Overall Re-offending Rate (iv) Public satisfaction with police visibility and accessibility	Significantly reduce Significantly reduce Reduce Improve
2. PROTECT THE PUBLIC AND IMPROVE SAFETY	(v) Public perception of safety in their local area at night (vi) Proportion of crimes that are solved (include detections and community resolutions)	Improve Improve
3. IMPROVE THE QUALITY OF SERVICE FOR VICTIMS	(vii) Repeat Victimization Rate for (i) Domestic Violence, (ii) Anti-Social Behaviour (viii) % of (i) 999 and (ii) 101 calls answered within target time (ix) Victim Satisfaction Rate – overall service (x) % of the public who believe that the police are tackling the issues that matter most to people in their community (xi) Public confidence in the Criminal Justice System (xii) % of Community Orders / Licences that are successfully completed	Reduce (i) Maintain (ii) Improve Improve Improve Improve

9. ACCOUNTABILITY

As the Police and Crime Commissioner for Humberside I have a duty to hold the police to account on behalf of the public. To do this effectively I need to listen to the public's view on policing and crime and engage in regular dialogue throughout my term of office to ensure policing is in tune with what the public want. It follows therefore that the public will hold me to account at the next election based on their opinion as to how well I have performed in this role.

I want the public to take a more active interest in policing and crime issues and I will be as accessible to the public as I possibly can be through my street surgeries and wider engagement activities. To enable the public to hold me to account for my performance I will publish any information that I consider necessary to enable the public to assess delivery against the objectives and outcomes set out in this plan.

To ensure delivery of my Police and Crime Plan it will be important to assist, support and encourage the police and partners to improve performance whenever and wherever I can. It will be equally important, on occasion, to assess and challenge the performance of Humberside Police and partners, using, in part, the performance measures set out at Section 8 above.

The performance information at Section 8 will be made public at regular intervals throughout the year and included in my annual report. Methods of communicating performance will include pro-active media releases, routine publication of performance via reports, leaflets and web updates.

I have regular meetings with the Chief Constable

where performance is discussed. I also hold a monthly meeting of the Corporate Governance Group, which includes the Chief Constable and the Chief Finance Officer for the Force, where performance and the financial position are scrutinised. The Deputy Chief Constable also holds a monthly Performance Conference with all senior staff of Humberside Police to consider performance matters in greater detail and devise future tactical options.

If members of the public are unhappy with any service received from Humberside Police they can complain. Details of how to make a complaint are available on the websites of both the Police and Crime Commissioner at www.humberside-pcc.gov.uk and Humberside Police at www.humberside.police.uk

Complaints about Humberside Police, either about the service you have received or about an individual officer or member of staff, must be dealt with by Humberside Police.

The Office of the Police and Crime Commissioner has a legal duty to consider and investigate any complaints or conduct matters involving the Chief Constable of Humberside Police. As Police and Crime Commissioner I will take all complaints and concerns seriously and support the local resolution of complaints. Complaint handling procedures have been developed to ensure that any complaints made against the Police and Crime Commissioner, the Chief Constable or the Office of the Police and Crime Commissioner are dealt with in a proper and timely manner.

10. CONTACT DETAILS

**Office of the Police and Crime Commissioner
Pacific Exchange
40 High Street
Hull, HU1 1PS**

Tel: 01482 220787

Fax: 01482 220794

E mail: pcc@humberside.pnn.police.uk

To contact Humberside Police use the following numbers:

999 – Emergencies only

101 – Single non-emergency telephone number

0800 555 111 - Crimestoppers

When to use our single non-emergency number:

To report a crime

For information and advice

To contact a member of your local neighbourhood policing team



Textphone

If you are deaf, hard of hearing or speech impaired, you can textphone Humberside Police on **18001 101**

By post

Mail should be sent to:

Humberside Police Headquarters
Priory Police Station
Priory Road
Hull
HU5 5SF

Contact your local neighbourhood policing team

Within the Humberside policing area, Neighbourhood Policing Teams (NPTs) are responsible for tackling local issues.

You can find details of your local neighbourhood team by either entering your post code on the home page of the Humberside Police website (www.humberside.police.uk) or by visiting the My Neighbourhood area of the website where you will be able to find information about team members, local news and ways to contact the team including via email.

11. GLOSSARY OF TERMS

Annual Report: Report on the delivery of the Commissioner's functions over the financial year and progress made in meeting the Police and Crime Objectives set out in this Police and Crime Plan. The Commissioner is responsible for presenting the Annual Report to the Police and Crime Panel as soon as practicable, responding to any recommendations and publishing such responses.

Chief Officer of Police: Legislative term for the Chief Constable.

Community Safety Partnerships (CSPs): A local authority level statutory partnership established by the Crime and Disorder Act 1998 to co-ordinate action on crime and disorder.

Crime and Disorder Strategies: Developed by responsible authorities under the Crime and Disorder Act 1998 at local authority level. Strategies are informed by a review of the levels and patterns of crime and disorder in the area and the level and patterns of the misuse of drugs, taking account of the knowledge and experience of local people.

Integrated Offender Management (IOM): A process adopted by the police and partner organisations which will identify offenders committing a disproportionate amount of crime, concentrating effort and resources on these individuals to stop them committing crime.

Multi-Agency Public Protection Arrangement (MAPPA): Arrangements for those agencies, such as the police and probation, tasked with the management of registered sex offenders, violent and other sexual offenders and offenders who pose a serious risk of harm to the public.

Medium Term Financial Strategy (MTFS): A basic requirement of the comprehensive performance assessment for a minimum of a three-year plan.

Police and Crime Commissioner (PCC, Commissioner): Elected individual responsible for the totality of policing in their area, with specific responsibilities for identifying local policing needs, setting priorities that meet those needs, agreeing a local strategic plan, holding the chief constable to account, setting the force budget and precept and hiring and if necessary dismissing the chief constable. PCCs also have a statutory duty to ensure an efficient and effective criminal justice system.

Police and Crime Panel: Panel drawn from local elected councillors and independent lay members which scrutinises the activities of the Police and Crime Commissioner.

Police Reform and Social Responsibility Act 2011: The Act that introduced Police and Crime Commissioners. It essentially covers five distinct policy areas: police accountability and governance; alcohol licensing; the regulation of protests around Parliament Square; misuse of drugs; and the issue of arrest warrants in respect of prosecutions for universal jurisdiction offences.

Strategic Policing Requirement (SPR): Key statutory document issued 'from time to time' by the Secretary of State setting out current national threats and appropriate local policing capabilities required to counter those threats.

12. APPENDICES

Appendix 1 Local Area Statistics

Population and Diversity Profile

In 2011 the population of the Humber region was almost 920,000. The age profile is shown in the table below.

Age Groupings	East Riding of Yorkshire		Kingston Upon Hull		North East Lincolnshire		North Lincolnshire	
	No.	%	No.	%	No.	%	No.	%
0-14	51,655	15.5	45,276	17.7	28,235	17.7	29,209	17.4
15-24	36,175	10.8	41,456	16.2	20,792	13	19,677	11.8
25-44	75,418	22.6	72,382	28.2	39,789	24.9	41,636	24.9
45-64	99,476	29.8	61,561	24	42,513	26.6	46,885	28
65 and over	71,455	21.4	35,731	13.9	28,287	17.7	30,039	17.9
Total	334,179	100	256,406	100	159,616	100	167,446	100
% of population by area	36.5%		27.9%		17.4%		18.2%	

In terms of the ethnic diversity across the area the 2011 census data reveals the following profile:

Ethnic Group	East Riding of Yorkshire		Kingston Upon Hull		North East Lincolnshire		North Lincolnshire	
	No.	%	No.	%	No.	%	No.	%
White	327,789	98.0	241,321	94.1	155,421	97.4	160,748	96.1
Mixed	2,301	0.7	3,454	1.3	1,186	0.7	1,244	0.7
Asian or Asian British	2,961	0.9	6,471	2.5	2,129	1.3	4,549	2.7
Black or Black British	598	0.2	2,996	1.2	411	0.3	494	0.3
Other	530	0.2	2,164	0.8	469	0.3	411	0.2
Total	334,179	100	256,406	100	159,616	100	167,446	100

Employment Profile

The employment and unemployment figures for each local authority areas are shown in the table below for the year ending March 2012.

Employment and Unemployment (Apr 2011 – Mar 2012)

	East Riding of Yorkshire	Kingston Upon Hull	North East Lincolnshire	North Lincolnshire	Yorkshire and the Humber	Great Britain
Economically Active*	79.2%	71.4%	77.2%	75.7%	75%	76.5%
In Employment*	75.1%	60.8%	72.3%	66.6%	67.6%	70.2%
Employees*	64%	55.1%	64.7%	59.9%	59.2%	60.4%
Self-employed*	10.6%	5.1%	7.5%	6.6%	8%	9.4%
Unemployed	6.4%	15.5%	8.5%	12.4%	9.8%	8.1%

* % of those aged 16 to 64

Source: ONS annual population survey

The level of unemployment is significantly worse in Kingston upon Hull and North East Lincolnshire than the Yorkshire and Humber and Great Britain average. The level of economic inactivity is 20.8% for the East Riding, 28.6% for Kingston upon Hull, 22.8% for North Lincolnshire and 24.3% for North East Lincolnshire, compared to a Yorkshire and Humber average of 25%.

The current economic uncertainty and this region's excessive and rising dependency on state funding could well provide additional challenges in the months and years ahead in terms of policing and crime. The Humber Local Enterprise Partnership in their recent plan⁷, do however point to two positive elements. These are the likely development of a sustainable renewable energy industry on the estuary and a stronger commitment from the business community and the public sector to work together to protect, maintain and enhance the Humber economy, thereby providing opportunities for our communities.

A recent report by the Work Foundation⁸ identified cities and towns, including Grimsby, where up to one in four people are not in education, employment or training. The report referred to two contributing factors, rising unemployment and the spending cuts, in particular to youth services and education. Young people from deprived areas need the right support to continue in school, go to college or get a job. This should help to reduce the social risks to communities that could potentially result from this level of disengaged youth.

⁷ Humber Local Enterprise Partnership – A Plan for the Humber 2012-17

⁸ Off the Map? The geography of NEETS – Work Foundation Nov. 2011

Multiple Deprivation

The table below shows the Index of Multiple Deprivation (IMD) rank of the Local Authority area on six key measures of deprivation. The first four summary measures focus on different aspects of multiple deprivation in the area, and no single measure provides a complete way of describing or comparing deprivation between Local Authority areas. On these measures the lower score represents higher deprivation.

Index of Multiple Deprivation 2010 – Local Authority Ranks (out of 326)

	East Riding of Yorkshire	Kingston Upon Hull	North East Lincolnshire	North Lincolnshire
1. Rank of average Super Output Area (SOA) Rank	216	15	129	78
2. Rank of average SOA Score	202	10	120	46
3. Rank of Extent of Deprivation	171	12	109	37
4. Rank of Local Concentration of Deprivation	151	6	64	16
5. Rank of Income Scale	68	18	103	83
6. Rank of Employment Scale	61	18	105	89

Source: Department for Communities and Local Government, Indices of Multiple Deprivation 2010

1. Population weighted average of the combined ranks for the LSOAs in a local authority district.
2. Population weighted average of the combined scores for the LSOAs in a local authority district.
3. Proportion of a local authority's population living in the most deprived LSOAs in the country.
4. This defines hotspots of deprivation by reference to a percentage of the local authority district's population. It is a population weighted average of the ranks of a local authority district's most deprived local super output areas (LSOAs) that contain exactly 10% of the district's population.
5. Income Scale is the number of people who are income deprived.
6. Employment Scale is the number of people who are employment deprived.

