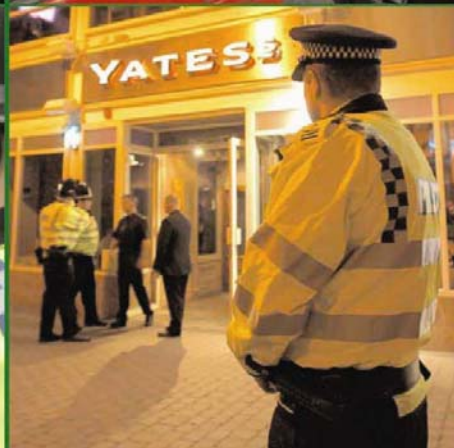
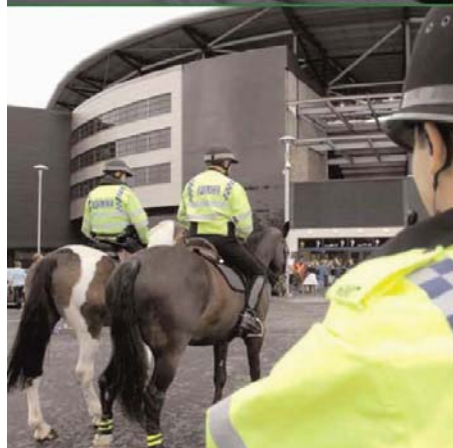
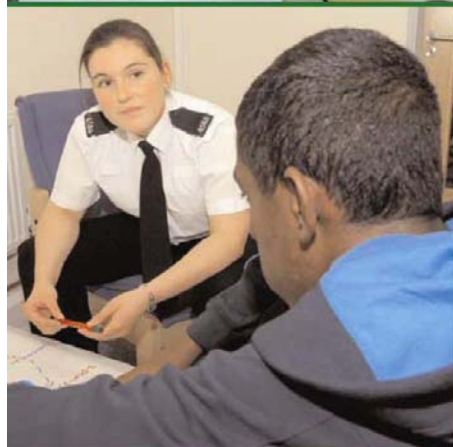


Thames Valley
Police Authority

Annual Delivery Plan

2009-2010

Quarter 1 Report



Thames Valley
Police Authority



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Executive Summary

This document is divided into two sections. **Part 1** provides an overview of Force performance against strategic objectives, measures and targets and; **Part 2** provides details of progress against actions in the 2009- 10 Delivery Plan.

The percentage of people who agree that the police & local councils are dealing with anti-social behaviour & crime issues that matter in their area has fallen to 61.4% from 61.6%.

The number of Special Constables has increased to 328 at the end of June. This compares to a level of 310 at the end of March.

Serious acquisitive crime has fallen by 4.4% in the period April to June when compared to the same period of 2008. This is more than twice the reduction target.

Assault with less serious injury (excluding domestic abuse) has increased by 5.8% when compared to the same period of 2008. The 3% reduction target is not being achieved on any of the BCUs with Berkshire East, Milton Keynes and Buckinghamshire all experiencing increases.

88.6% of domestic abuse risk assessments are being completed within 3 days of the incident being reported. This is below the target of 95% but is an improvement on the 86% being achieved at the end of May.

The sanction detection rate for serious sexual offences has increased from 18.2% between April and June 2008 to 20.7% in the first quarter of 2009/10. The level is below the target of 25%.

The sanction detection rate for hate crime is 30.2% between April and June 2009. This is below the target of 35% and is a reduction on the 31.3% achieved in the first quarter of 2008/09.

Satisfaction with the overall service provided continues to improve. The level is below the increased target of 84%, but is an increase of 3.6% over the last year and has increased by 0.5% in the first two months of the year.

The number of 999 calls being answered within 10 seconds has fallen below the target of 90%, at 89.8%. This is a reduction in the rate from 91.3% in the first quarter of 2008/09. The number of non-emergency calls being answered by the PEC within 40 seconds has fallen below the target of 90%, at 89.2%. This is a reduction in the rate from 93.8% in the first quarter of 2008/09.

The number of Organised Crime Groups targeted and disrupted within the first quarter of 2009/10 was 6. This is the same level as in 2008/09.

The value of confiscation orders achieved between April and June was £631,686. This is almost half the level achieved in the same period of 2008 and is not on track to achieve the target.

In the first quarter of 2009/10 7.9% of new police officer recruits were from a BME background. Whilst this is below the target of 10%, it is an increase from 2.3% achieved in the same period of 2008/09. In the first quarter of 2009/10 3.5% of new police staff appointments were from a BME background. Whilst this is below the target of 10%, it is an increase from 2.1% achieved in the same period of 2008/09. In the first quarter of 2009/10 7.4% of new police community support officer appointments were from a BME background. This is below the target of 10%, and is also a decrease from 10.3% achieved in the same period of 2008/09.

Part 1 – Performance against strategic objectives, measures and targets

In part 1 the **Red / Amber / Green** (RAG) status is shown for each performance indicator. (**Green**: Target achieved. **Amber**: Below the target but performing better than last year. **Red**: Below the target and performing worse than last year)

Force Performance Summary for Q1 2009 - 10

Performance Indicators	Target	Q1
To strengthen neighbourhood policing to respond to local needs & increase public confidence		
Increase the % of people who agree that the police and local councils are dealing with anti-social behaviour and crime issues that matter in their area	64%	61.4%
Increase the number of Special constables by March 2010	400	328
To develop our partnerships to reduce crime and disorder		
Reduce the level of serious acquisitive crime	- 2%	- 4.4%
Reduce the level of Assault with Less Serious Injury	- 3%	+ 5.8%
To improve the service provided to victims, witnesses and the public		
% of Domestic Abuse Risk Assessments completed within 3 days of the incident being reported	95%	88.6%
Increase the sanction detection rate for sexual offences	25%	20.7%
Increase the sanction detection rate for Hate crime	35%	30.2%
Increase satisfaction with the overall service provided	84%	82.2%
% of 999 calls to be answered within the national target of 10 seconds	90%	89.8%
% of non-emergency calls received within the PECs to be answered within the national target of 40 seconds %	90%	89.2%
To protect our communities from the threat of terrorism and organised crime		
Target and disrupt known Organised Crime Groups will be targeted and disrupted	45	6
The minimum value of confiscation orders	£3,500,000	£631,686
To use information and intelligence to be more effective		
No targets set (Diagnostic indicators in place)	N/A	N/A
To develop our people to give the best service		
% of new police officer recruits from BME background	10%	7.9%
% of new police staff appointments from BME background	10%	3.5%
% of new police community support officers from BME background	10%	7.4%
To improve the use of our resources		
Cashable efficiency savings	3%	3%

1. To strengthen neighbourhood policing to respond to local needs & increase public confidence

Performance indicators	Annual Target	Q1
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Increase % of people who agree the police and local councils are dealing with anti-social behaviour and crime issues that matter in their area	64%	61.4%
Increase the number of Special constables by March 2010	400	328

Increase the % of people who agree that the police & local councils are dealing with anti-social behaviour & crime issues that matter in their area

There has been a slight reduction in the level of agreement from 61.6% for the nine months to the end of March.

Increase the number of Special constables by March 2009

The number of Special Constables has increased to 328 at the end of June. This compares to a level of 310 at the end of March.

2. To develop our partnerships to reduce crime and disorder

Performance indicators	Annual Target	Q1
Reduce the level of serious acquisitive crime	- 2%	- 4.4%
Reduce the level of Assault with Less Serious Injury (excluding domestic abuse)	- 3%	+5.8%

Reduce the level of serious acquisitive crime

Serious acquisitive crime has fallen by 4.4% in the period April to June when compared to the same period of 2008. This is more than twice the reduction target.

Reduce the level of Assault with Less Serious Injury (excluding domestic abuse)

Assault with less serious injury (excluding domestic abuse) has increased by 5.8% when compared to the same period of 2008. The 3% reduction target is not being achieved on any of the BCUs with Berkshire East, Milton Keynes and Buckinghamshire all experiencing increases.

3. To improve the service provided to victims, witnesses and the public

Performance indicators	Annual Target	Q1
% of Domestic Abuse Risk Assessments completed within 3 days of the incident being reported	95%	88.6%
Increase the sanction detection rate for sexual offences	25%	20.7%
Increase the sanction detection rate for Hate crime	35%	30.2%
Increase satisfaction with the overall service provided	84%	82.2%
% of 999 calls to be answered within the national target of 10 seconds	90%	89.8%
Non-emergency calls received within the PECs to be answered within the national target of 40 seconds	90%	89.2%

% of Domestic Abuse Risk Assessments completed within 3 days of the incident being reported

88.6% of domestic abuse risk assessments are being completed within 3 days of the incident being reported. This is below the target of 95% but is an improvement on the 86% being achieved at the end of May.

Increase the sanction detection rate for sexual offences

The sanction detection rate for serious sexual offences has increased from 18.2% between April and June 2008 to 20.7% in the first quarter of 2009/10. The level is below the target of 25%.

Increase the sanction detection rate for Hate crime

The sanction detection rate for hate crime is 30.2% between April and June 2009. This is below the target of 35% and is a reduction on the 31.3% achieved in the first quarter of 2008/09.

Increase satisfaction with the overall service provided

Satisfaction with the overall service provided continues to improve. The level is below the increased target of 84%, but is an increase of 3.6% over the last year and has increased by 0.5% in the first two months of the year.

% of 999 calls to be answered within the national target of 10 seconds

The number of 999 calls being answered within 10 seconds has fallen below the target of 90%, at 89.8%. This is a reduction in the rate from 91.3% in the first quarter of 2008/09.

Non-emergency calls received within the PECs to be answered within the national target of 40 seconds

The number of non-emergency calls being answered by the PEC within 40 seconds has fallen below the target of 90%, at 89.2%. This is a reduction in the rate from 93.8% in the first quarter of 2008/09.

4. To protect communities from the threat of terrorism and organised crime

Performance indicators	Annual Target	Q1
Target & disrupt the activities of known Organised Crime Groups	45	6
The minimum value of confiscation orders	3,500,000	631,686

Target and disrupt the activities of known Organised Crime Groups

The number of Organised Crime Groups targeted and disrupted within the first quarter of 2009/10 was 6. This is the same level as in 2008/09.

The minimum value of confiscation orders

The value of confiscation orders achieved within between April and June was £631,686. This is almost half the level achieved in the same period of 2008 and is not on track to achieve the target.

5. To use information and intelligence to be more effective – No targets set

6. To develop our people to give the best service

Performance indicators	Annual Target	Q1
% of new police officer recruits from BME background	10%	7.9%
% of new police staff appointments from BME background	10%	3.5%
% of new police community support officers from BME background	10%	7.4%

% of new police officer recruits from BME background

In the first quarter of 2009/10 7.9% of new police officer recruits were from a BME background. Whilst this is below the target of 10%, it is an increase from 2.3% achieved in the same period of 2008/09.

% of new police staff appointments from BME background

In the first quarter of 2009/10 3.5% of new police staff appointments were from a BME background. Whilst this is below the target of 10%, it is an increase from 2.1% achieved in the same period of 2008/09.

% of new police community support officers from BME background

In the first quarter of 2009/10 7.4% of new police community support officer appointments were from a BME background. This is below the target of 10%, and is also a decrease from 10.3% achieved in the same period of 2008/09.

7. To improve the use of our resources

Performance indicators	Annual Target	Q1
Cashable efficiency savings	3%	3%

Cashable efficiency savings

The cashable efficiency savings for 2009/10 are assessed as being at 3 % achieving the target.

Part 2 – Progress against Delivery Plan actions

In part 2 the **Red / Amber / Green** (RAG) status is shown for each of the actions.
(Green: completed / progressed according to plan. **Amber:** progressed more slowly than anticipated.
Red: not achieved / timescales for completion unknown).

1. To strengthen neighbourhood policing to respond to local needs & increase public confidence

No.	Delivery Plan action description	RAG
1.1	Continue the transition from neighbourhood policing to neighbourhood management	
1.2	Improve communications between neighbourhood policing teams & local communities	
1.3	Extend the Learning & Development programme for PCSOs	
1.4	Improve recruitment and retention of the Special Constabulary	

1.1 Community Safety Partnerships have been visited across the Force to monitor the development of neighbourhood management principles and a summary report is being prepared. The result of a recent Neighbourhood Action Group (NAG) Survey, which measured neighbourhood interventions and identified good practice, has been collated and the findings are currently being evaluated. Terms of Reference for a review of the NAGs are currently being finalised. A more streamlined format for Neighbourhood Priority Profiles has been introduced and incorporated into relevant training. This will now be phased in, gradually replacing existing formats.

1.2 A learning programme which provides support and guidance to maximise effective communications between neighbourhood teams, local communities and our partners has been designed and is due to be delivered from the end of Jun '09. Web links to partners have been set up and a schedule of testing these links is being progressed. Initial scoping to further develop community messaging has resulted in a number of work strands being identified. Owners of these work strands are currently being determined so that agreement can be reached regarding progressing proposed plans.

1.3 The current initial training for Police Community Support Officers (PCSOs) has been reviewed against National Police Improvement agency (NPIA) guidance and has been extended from 6 to 7 weeks. The course has a neighbourhood policing theme running throughout it and provides PCSOs with an overarching aim and core objectives which were previously lacking. The Neighbourhood Policing training programme is also currently being re-developed to ensure there is a greater emphasis on PCSOs.

1.4 Special Constabulary strength had risen from 310 at the beginning of the year to 328. Recruitment plans are in place, including a collaborative marketing campaign with Hampshire and Essex, which is being launched in Sept '09. In the meantime between now and September a further round of recruitment events for Specials is being organised by Local Policing at HQ. An external recruitment agency is co-ordinating an interim publicity campaign to support this work. A Force DVD about Special Constables is in the final stages of completion and an internal and external publicity campaign is in place for the Special of the Year Award.

2. To develop our partnerships to reduce crime and disorder

No.	Delivery Plan action description	RAG
2.1	Develop Integrated Offender Management Schemes with our partners	Orange
2.2	Reduce domestic abuse repeat victimisation for high risk victims using MARAC	Orange
2.3	Improve partnership work that impacts on young people	Green
2.4	Continue to focus on the enforcement and prevention of knife crime	Green
2.5	Work with our partners to reduce the numbers of casualties and deaths on our roads	Green

2.1. Work has commenced to prepare the Force for an enhanced assessment of Prolific Priority Offender (PPO) and Deter schemes. The results of this will be used to formulate an action plan which will assist with the transition to Integrated Offender Management (IOM). There are ongoing discussions with the Probation Service, both locally and nationally, regarding the need for a standardised assessment tool for individuals on these schemes. The results of this consultation are awaited. Internal resourcing issues have delayed the development of IOM schemes with our partners. This is being progressed by the HQ Human Resources (HR) Dept.

2.2 The Force Protecting Vulnerable People Strategy Unit (PVPSU) is currently working on the implementation of the new domestic abuse risk assessment model (DASH) which is due to go live in Sept '09. Training to prepare for this is being rolled out across the Force. As of 16th June the current year to date (YTD) for 2009/10 percentage of risk assessments completed and recorded on Cedar within 3 days is 88.6% against the target of 95%. The Protecting Vulnerable People Steering Group Delivery Plan now incorporates recommendations from the Domestic Abuse (DA) and Child Abuse Investigation Unit (CAIU) review. A Force inspection process which incorporates DA into the Protecting Vulnerable People (PVP) Force inspection process is being agreed.

2.3 The police role in Local Safeguarding Children and Children's Trust Boards is being developed. Basic guidance has been produced on the police role and the functions of the Children's Trust Board. This has been circulated to BCU and LPA Commanders. Appropriate Safer Schools Partnership Steering Groups have been established at LPA and BCU level. Guidance is being prepared regarding the role and expectations of the steering group and delivery groups. The requirements of Youth Offending Team leads are currently being assessed in order to put forward recommendations for the implementation of new Young Prolific and other Priority Offender schemes.

2.4 A review of the intelligence picture across the Force regarding knife crime has been completed. Five police areas have been identified as the focus of Tackling Knives Action Plan (TKAP) 2: Reading Slough Milton Keynes, Oxford City and High Wycombe. Each area has produced a problem profile and a TVP TKAP Strategic Board has been formed, including representation from the Home Office. The Force Knife Crime Co-ordinator has met with LPA Commanders on each of the areas to discuss their TKAP strategies which will be fed into the next Force TKAP Strategic Board meeting. Increased numbers of Special Constables have been trained to use our mobile arches and further training has been scheduled to provide additional trained resources.

2.5 An e learning diversion scheme for non-wearers of seat belts is under development in conjunction with 'A2OM' and 'Drivetech' and will be launched to coincide with the anticipated introduction of an increased fine for this offence in Jul '09. To date 93 drink drive intelligence led packages have been created and since 1/4/09. 723 vehicles have been seized by officers using powers to deal with anti-social use of motor vehicles. A new Safe Drive Stay Alive film is being finalised and once complete, this will be promoted and delivered in schools across the Force. The new Thames Valley Road Safety Foundation has been launched and a bidding process to enable organisations and community groups to bid for funding to deliver driver education projects is scheduled to be discussed and agreed in Aug '09.

3. To improve the service provided to victims, witnesses and the public

No.	Delivery Plan action description	RAG
3.1	Implement the Serving with Pride and Confidence programme	
3.2	Review the process for crime and incident management	
3.3	Deliver All Crime Attendance	
3.4	Continue to enhance the accessibility of our services	
3.5	Improve victim & witness satisfaction in the Criminal Justice System (Police element)	
3.6	Take part in the roll out of the national Streamlined Process project	

3.1 Four main strands have been identified as the focus of our Serving with Pride and Confidence Programme, (Leadership, customer service, professional values and the Policing Pledge). The roll out of the initial phase has commenced and all TVP employees are undertaking a one day training workshop as part of this.

3.2 Workflow is being developed to facilitate improved timeliness of victim contact and filing of crime attendance incidents. This will also provide more meaningful performance information for BCUs, allowing them to hold neighbourhood teams to account. This is anticipated to go live at the end of Jul '09. Part of the initial training for neighbourhood teams and PCSOs now includes a module on crime attendance and staff are using their Blackberries to receive notifications of incidents and provide updates.

3.3 Recommendations were accepted by CCMT at the end of Jun' 09 regarding the proposed future inclusion of additional crime categories which will further expand the Crime Attendance (CA) project. Feedback from the Citizen Focus Survey is being evaluated with a view to identifying whether customer satisfaction has improved as a result of CA. The Crime Attendance Communications Strategy has been implemented and evaluated internally. Feedback from this has been shared with relevant teams. The public aspect of this strategy is being implemented by neighbourhood teams as part of their local monthly community updates.

3.4 Interactive opportunities on our Force website have been introduced to improve the ways in which the public can provide us with feedback (Your Voice Counts). 34 new pages have been added to the website providing additional features and 16 pages have been updated. 'Hits' on the website are monitored and measured on a monthly basis.

3.5 The expansion of Witness Charter in terms of updating witnesses by officers has been implemented within the Oxfordshire BCU. Monitoring is now in place regarding the impact on officers and performance in relation to the satisfaction of witnesses. The roll out to other BCUs is expected to commence in Sept '09. Witness Charter monitoring has been reviewed and a standardised process is now in place to ensure the accuracy of the data. Activity to improve performance is being driven primarily at BCU level.

3.6 The Streamlined Process Project Board has met regularly with partners within the Criminal Justice System to ensure the smooth implementation of this initiative. 'Go live' for Streamlined Process, including the new file type, was confirmed following a review by the National Prosecution Team on 29th Apr '09. TVP went live on the 11th May '09. Training re Streamlined Process is now virtually complete across the whole Force.

4. To protect communities from the threat of terrorism and organised crime

No.	Delivery Plan action description	RAG
4.1	Refine the mapping of Organised Crime Groups	
4.2	Continue to make extended use of the Proceeds of Crime Act	
4.3	Develop the Counter Terrorist Unit to provide support in the SE region	
4.4	Develop capabilities to assist in delivery of Preventing Violent Extremism Action Plan	

4.1 The recommendations of the Force 2008-09 review of our Organised Crime Group (OCG) mapping process have been approved by CCMT and are now being implemented. BCUs will be responsible for mapping all their known OCGs by the end of Jul '09 and Force Analysts will focus on those active at Level 2 (Cross border and regional). Force Intelligence have reviewed the method of assessing the risk posed by OCG and are working with South East Regional Intelligence Unit and National Co-ordinators Office to ensure our process complies with national process and is applied consistently. All known OCGs posing some risk and those assessed as causing most harm are reviewed regularly by ACC C&J who ensures that a management plan is in place and being progressed.

4.2 The Economic Crime Unit (ECU) is currently represented at Local Criminal Justice Boards (LCJB) Proceeds of Crime Act (POCA) meetings where consistency of application is discussed and any issues are dealt with. Two additional financial investigation courses are being delivered to officers across the force within BCUs / OCUs to help to increase financial investigations for serious acquisitive crimes & lifestyle offences. There have been 28 Confiscation Orders totalling £631, 686 and eight Cash Forfeitures (Seizures) totalling £34,692.

4.3 The South East Counter Terrorist Unit (SECTU) went live on 1st Apr '09. Initially the unit has been spread over four interim sites but building work to remedy this is progressing well and remains on schedule. A large scale initial recruitment campaign has been implemented and staff from the Sussex CTU site have all been successfully transferred to the SECTU.

4.4 The development of our capability to assist partners to deliver the Preventing Violent Extremism Action Plan is ongoing. Examples of good practice have been identified through the Force delivery group and seminars have been organised to disseminate this. Research carried out by Prevent Specialist Offices is also being shared with the region through the Government Office for the South East and Regional Prevent Force leads.

5. To use information and intelligence more effectively

No.	Delivery Plan action description	RAG
5.1	Ensure that crime intelligence and information is used more effectively	Green
5.2	Continue to improve the ease with which our staff can access information	Orange
5.3	Further develop our Automatic Number Plate Recognition capability & capacity	Green
5.4	Plan & prepare for Force for the introduction & use of the Police National Database	Green

5.1 The Implementation of Intelligence module of Integrated Intelligence Crime and Property IT System is on track for late 2009. Implementation is supported by Criminal Intelligence System User Group. The implementation of the Operational Data Store is a critical dependency to this process.

5.2 Work continues to implement the operational data store to enable searching across key crime and business IT systems. A dedicated project manager has been appointed to develop and deliver a strategy to fully exploit mobile information capability. Work is progressing well to deliver a single geographic mapping system to the Force and is on target for delivery in March 2010.

5.3 The Automatic Number Plate Recognition (ANPR) Strategy has been communicated to key individuals across the Force and external stakeholders. The implementation of this strategy is now part of our business as usual. In this financial year three new ANPR camera schemes are planned, two of which have been part funded by partners. Discussions have taken place with Aylesbury Vale District Council (AVDC) to improve the coverage of the current Local Authority owned CCTV /ANPR cameras. The Cleartone project has now been delivered and the system is fully operational. (Cleartone has provided faster and more flexible search facilities and the ability to connect to the National ANPR Data Centre which has enhanced TVPs existing Automatic Number Plate Recognition (ANPR) capabilities). Recruitment is currently taking place for the Force ANPR Technician, ANPR Intelligence Unit Supervisor and ANPR Controllers. The team is expected to become operational by September 09.

5.4 A recent NPIA Peer Review has identified that the Force is well on the way to achieving compliance with Management of Police Information (MoPI). TVP actively contributes to the regional and national debate concerning the PND and maintains close links with the NPIA to ensure we are best placed to introduce Police national Database (PND) according to national timescales.

6. To develop our people to give the best service

No.	Delivery Plan action description	RAG
6.1	Develop and implement agreed retention initiatives for police officers and staff	
6.2	Develop the professional values & leadership strands of SWP&C	
6.3	Implement positive action initiatives for under- represented groups in TVP	

6.1 The Staff Portal went live on 1st Apr '09 and this now provides comprehensive information about all staff benefit schemes. The portal is also being used to promote flexible working opportunities and provide easy access to information about the application process. Work is underway to enhance the 'Salary Sacrifice' opportunities available for staff, adding to the childcare voucher and cycle to work schemes already on offer. TVP is working with an external advertising agency to develop an improved 'employer brand' and research has already commenced to capture internal and external feedback.

6.2 An induction day was held at the beginning of Jun '09 for members of staff on the new force Talent Management Programme (44 Police Officers and 34 Police Staff). Later in the year (Sept '09) The Institute of Leadership and Management will be delivering a number of coaching sessions within the Force for identified coaching champions. The implementation of a revised Customer Service Training Package has already commenced. Learning Forums are already being run on some BCUs and plans are in place to extend these to all BCUs /OCUs.

6.3 A strategy to increase the numbers of applicants and improve retention of under-represented groups, particularly female and Black, Minority Ethnic (BME) staff has been agreed by the Deputy Chief Constable. Outline objectives have been set and this work is being progressed by Assistant Chief Constable for Local Policing. A new media package with supporting recruitment products, including a new 'micro-site' on the TVP website, has been put in place. By the end of May '09, 6 of our newly recruited police officers were from BME groups (8.57%). A further 10 have scheduled start dates and 9 have passed the National Assessment Centre process and are awaiting the results of vetting. 2 out of 12 of our newly recruited PCSOs are from BME groups (16.67%). A new tracking process has been developed by Shared Services and a new career progression event has been developed for BME applicants who have successfully passed the NAC stage, together with BME student officers, which will provide advice on career progression and development within TVP.

7. To improve the use of our resources

No.	Delivery Plan action description	RAG
7.1	Complete Phase II of the Productivity Plan	
7.2	Continue to improve the management of change across the organisation	
7.3	Enable our staff to use their time more productively	
7.4	Continue to identify and develop collaborative opportunities for the Force	
7.5	Progress the Asset Management Improvement plan	
7.6	Continue to develop / implement shared service approach to business support services	
7.7	Improve our ability to deliver essential activities in the event of serious disruption	

7.1 Audits have taken place of Learning and Development, Human Resources and ICT. Only the Performance ZBB audit is currently outstanding. Interim updates for each review strand are programmed to be presented to the relevant ACPO lead during Jul & Aug '09 and the final presentation to the ACPO review panel will take place during Sept & Oct '09. Resource Management training has been extended across the Force for Sergeants & Police Staff equivalents. This commenced in Apr'09.

7.2 A more robust process to identify, capture and realise expected savings is being implemented through close liaison between the Force Change and Productivity Teams. A series of communication events is being planned to further raise awareness of the Change delivery Model.

7.3 Meeting free days will be factored into 2010 calendars. There are a number of actions which are ongoing re video conferencing as a means to facilitate a reduction in travelling costs. Building upon the E-mail Logic presentation at the Senior Leaders Forum, proposals to roll out further training for managers and supervisors within the Force are being considered to further reduce e-mails and meetings.

7.4 Regional collaborative strategy, through the South East Collaboration Project (SECP), is being increasingly developed in terms of structure (there are boards at all levels of ACPO to direct activity) and capability. A Regional Director of Forensic is scheduled to be appointed in Jul '09 with a view to developing a regional strategy, delivering considerable savings. Regional assets are being collated, and services are becoming aligned (DNA, sexual offences). The role and activity of the Regional Intelligence Unit is being developed in line with SECP workstreams. The Force continues to develop and derive benefit from initiatives outside the SECP including transport, air support and ANPR.

7.5 An Asset Management Improvement Group has been established, meeting at regular intervals and chaired by the Force Director of Resources. Relevant performance indicators have been developed which have been approved by and are reported to the Strategic Property Forum. Preliminary feasibility work for Slough Police Station Pilot is being progressed in 09/10, with 3 other pilot sites / locations to follow after the Slough pilot has been evaluated.

7.6 The final parts of the HR re-design were implemented in Apr '09. There is ongoing service development work around Employment Relations Shared Services. (Estimated completion date is Oct '09). The implementation of the Finance and Procurement reviews are ongoing. (Scheduled completion is by Mar 2010). The L&D review is also in the implementation stage and completion is scheduled by Mar 2010. The Business Support ZBB review has commenced and the development of employee administration and payroll shared services project will be initiated in Jul '09. The Business Support ZBB terms of reference were signed off in Apr '09 and consultation commenced in May '09.

7.7 The key element of the Business Continuity Plan has been launched in its revised version to OCUs and BCUs. Most dates have already been identified and set aside for the testing of these plans. A training strategy and communications strategy are currently being considered. The flu pandemic continues to be monitored.

Glossary of Terms

ACPO	Association of Chief Police Officers.
ANPR	Automatic Number Plate Recognition. ANPR equipment automatically reads vehicle registrations and matches them to database information.
ARV	Armed Response Vehicle.
AVLS	Automatic Vehicle Location System – A system which helps to identify the location of resources and navigate them to incidents and specific places.
BCU	Basic Command Unit. Geographically based operational police unit.
BME	Black Minority Ethnic
CCMT	Chief Constable's Management Team
CDRP	Crime and Disorder Reduction Partnerships - An alliance of organisations required by statute to help to tackle crime and disorder within their partnership area.
CEDAR	Crime Evaluation Data Analysis Recording – TVPs crime recording system.
CIS	Criminal Intelligence System.
CJSSS	Simple, Speedy, Summary Justice: A new way of working to encompass a simpler set of processes and procedures in magistrates courts.
CLDP	Core leadership and Development programme.
CPDA	Crime Prevention Design Advisor.
CRED	Control Rooms and Enquiry Department.
CONTEST	The Government's counter terrorism strategy is also known as CONTEST. It is divided into four principal areas; Prevent, Protect, Prepare and Pursue.
CTIO	Counter Terrorist Intelligence Officer.
FALCON	The operational arm of TVPs Drugs Strategy.
FIB	Force Intelligence Bureau.
HR	Human Resources
ICT	Information, Communications and Technology.
IICP	Integrated Intelligence and Property System.
IMPACT	Information Management, Prioritisation, Analysis, Co-ordination and Tasking. A national programme of work addressing recommendations of the Richard Enquiry.
KSI	Killed or Seriously Injured (In relation to road traffic collisions).
LPA	Local Policing Area. Geographically based operational police unit which is coterminous with local authority boundaries.
MAPPA	Multi Agency Public Protection Arrangements: Provides the statutory framework for inter agency co-operation in assessing and managing violent and sex offenders in England and Wales.
MARAC	Multi Agency Risk Assessment Conferences.
MoPI	Management of Police Information. The government's statutory code of practice for the management of police information.
MOST SIMILAR	A group of forces with similar geographical, demographic and socio-economic

FAMILY	make up which have comparable levels of crime.
NAG	Neighbourhood Action Group - A group that helps to highlight and prioritise the public's priorities.
NATIONAL INTELLIGENCE MODEL LEVELS	Level 1 - Local Crime and Disorder affecting a BCU or small force area Level 2 - Cross Boarder issues affecting more than 1 BCU (including regional) Level 3 - Serious and Organised Crime (national and international)
NCALT	National Centre for Applied Learning Technologies – An on-line collaborative learning solutions programme with the National Police Improvement Agency.
NHP	Neighbourhood Policing.
NPIA	National Police Improvement Agency – National support for the police service.
NSO	Neighbourhood Specialist Officers.
OBtJ	Offences Brought to Justice.
OCU	Operational Command Unit - Specialist department which support operational policing.
OCG	Organised Crime Group.
PCSO	Police Community Support Officers - civilian members of staff who wear a police style uniform. Their main functions are to provide a highly visible police presence in public areas and to deal with low level nuisance and anti-social behaviour.
PDR	Performance and Development Review - In some organisations this is referred to as an appraisal.
PEC	Police Enquiry Centre.
POCA	Proceeds of Crime Act.
PPU	Public Protection Unit. A specialist unit designed to deal with dangerous offenders.
QUEST	Part of the Efficiency and Productivity Strategy for the Police Service 2008-11 which sets out a framework for the police Service to make improvements in efficiency and productivity.
RAG	Red / Amber / Green - Action or target colour status code.
RIDE	Rider Intervention & Developing Experience.
RP	Roads Policing Department.
SB	Special Branch.
SECP	South East Collaboration Programme.
SERIOUS ACQUISITIVE CRIME	Burglary in a dwelling , Aggravated burglary in a dwelling, Robbery of business property, Robbery of personal property, Theft or unauthorised taking of a motor vehicle, Aggravated vehicle taking and Theft from a vehicle.
SERIOUS SEXUAL OFFENCES	Will include: Rape, Assaults involving penetration, Sexual assaults on minors, mentally disordered people or patients, causing or inciting a minor to engage in sexual activity, Child prostitution, pornography and sexual exploitation offences.
SERIOUS VIOLENT CRIMES	Will include: Murder, Manslaughter, Torture, Grievous bodily harm & wounding, Endangering life offences (i.e. Explosive and Firearm offences), Death by dangerous driving offences or whilst vehicle unlawfully taken / used.
SNOWDROP	TVP on-line Performance Development Review (PDR) software.
STO	Specially Trained Officer (re sexual offences).

SWP&C	Serving with Pride and Confidence
TVP	Thames Valley Police.
TVPA	Thames Valley Police Authority.
YOT	Youth Offending Team.
ZBB	Zero Based Budgets.