

# Thames Valley Police Strategic Plan 2024-25

## Introduction

This Strategic Plan sets out our force priorities for the year ahead, both operationally and organisationally. When I became your Chief Constable last year, we simplified our plan to focus on four priorities. These core areas will remain at the heart of everything we do so we can continue building on our successes, and deliver our mission of protecting our communities across Berkshire, Buckinghamshire and Oxfordshire.

We will do this by;

Serving Victims and always placing them at the centre of our service, working tirelessly to improve our service so that we get the best outcomes we can for all victims.

Fighting Crime in our communities focusing on preventing, disrupting, and pursuing those responsible. We have set a clear focus on repeat offenders, knife crime, neighbourhood crime and crimes against women and girls.

Building Trust by treating everyone with fairness and respect, through greater visibility, increased transparency and meaningful engagement with all of our communities.

Valuing Our People. Our people are what makes us Thames Valley Police. We will work hard to attract, develop, retain and support our people so we can deliver the best service for our communities, while reflecting the high standards and professionalism of which we will all be proud.

Our force delivers a good police service, however we must continue working to become better every day, so that we can achieve our vision of being an excellent police force trusted by all our communities.

Jason Hogg, Chief Constable

## Our Pillars

Our Pillars The pillars of our Strategic Plan are at the heart of everything we do. We will value and support our people in order to improve our service to the public every day.

Placing victims at the centre of our work, fighting to reduce crime and bringing those responsible to justice, all whilst building trust in the communities of the Thames Valley.

- Serving Victims
- Fighting Crime
- Building Trust
- Valuing Our People

## Serving Victims

1. Increase victim satisfaction and ensure victims' needs are met
2. Improve call answering times
3. Improve incident response times
4. Improve investigation quality and timeliness
5. Improve TVP's management and support of vulnerable

## Fighting Crime

6. Bring more offenders to justice with an emphasis on charges
7. Improve outcomes for violence against women and girls offences
8. Pursue and actively manage repeat offenders
9. Maintain low levels of knife enabled crime
10. Target and disrupt serious organised crime

## Building Trust

11. Develop greater understanding of public trust and confidence in Thames Valley Police
12. Increase visibility through targeted patrols
13. Improve local community engagement, with consideration for seldom heard from communities
14. Tackle crime and antisocial behaviour through strengthened local policing
15. Ensure transparent use of powers

## Valuing Our People

16. Continue to recruit to establishment in police officer roles & prioritise critical police staff roles
17. Improve retention across the force and reduce levels of avoidable attrition
18. Improve the health, safety and wellbeing of our people
19. Equip leaders with the right skills and launch, embed and evaluate a Leadership Academy
20. Better understand our people data to deliver more efficient and effective workforce planning
21. Understand future workforce mix requirements to inform talent planning, skills gaps and succession planning
22. Understand workload and queues to maintain service to the public
23. Ensure effective strategic and financial planning in line with annual processes
24. Understand levels of internal Trust and Confidence