

# Chief Constables Delivery Plan 2020/21

1. The launch of a new mission, based upon the principles of “pursue, protect and problem solve”, enabled by a focus upon “collaboration, confidence and culture”.
2. The development and implementation of a crime prevention strategy and plan (monitored through the Operational Performance Board).
3. The review of the operational policing delivery model (monitored through the New Operating Model Board)
4. The introduction of a new performance governance regime, with an immediate focus on improving criminal justice outcomes and quality of investigations. This will include the launch of a comprehensive performance framework (monitored through each Board and the Scrutiny Executive Board on a quarterly basis).
5. The development of a Public Confidence strategy and plan (monitored through the Service Improvement Board).
6. The development of the People and Workforce plans and the delivery of the police officer and staff uplift (monitored through the People Strategy Board)
7. Improving our wellbeing offer to staff (monitored through the People Strategy Board).

## Gwent Police Operational Control Strategy 2020/21

### Protect & Reassure

#### Protect

*People From Serious Harm*

- Child Sexual Exploitation
- Modern Day Slavery & Human Trafficking
- Domestic Abuse
- Stalking & Harassment

#### Pursue

*People Harming Communities*

- Organised Crime Groups
- Illegal Drugs Supply
- County Lines
- Rape & Serious Sexual Offenders

#### Prevent

*People Becoming Victims*

- Cyber Crime
- Protest & Policing of Events
- Management of Sexual & Violent Offenders
- Hate Crime

#### Prepare The Strategic Policing Requirement

Civil  
Emergencies

Radicalisation

Cyber

Protest

Public  
Order

# Chief Constables Delivery Plan 2020/21 - Context

- Since 2009/10 focus has been on improving quality of service whilst making significant financial savings.
- Complex challenges, pace of technological change, changing terrorism threat level, public services funding, Brexit, Covid-19, Black Lives Matter/Civil Unrest.
- Increase demand across Serious and Organised Crime, Vulnerability and Hate Crime
- Continued focus and prioritisation of Threat, Risk and Harm to our most vulnerable
- Development and implementation of the Safeguarding and Crime Prevention Hubs.
- Collaborative work to improve systems, enhance efficiency & effectiveness
- Investment in our people through the People Strategy, Morale Contract and in key areas of risk.
- Continuing austerity implications e.g. impact on deprived areas through unemployment due to prevailing economic climate.
- Continued COVID-19 restrictions and impact on civil liberties.
- Continued monitoring of workforce capability and capacity for service delivery through sickness absence.

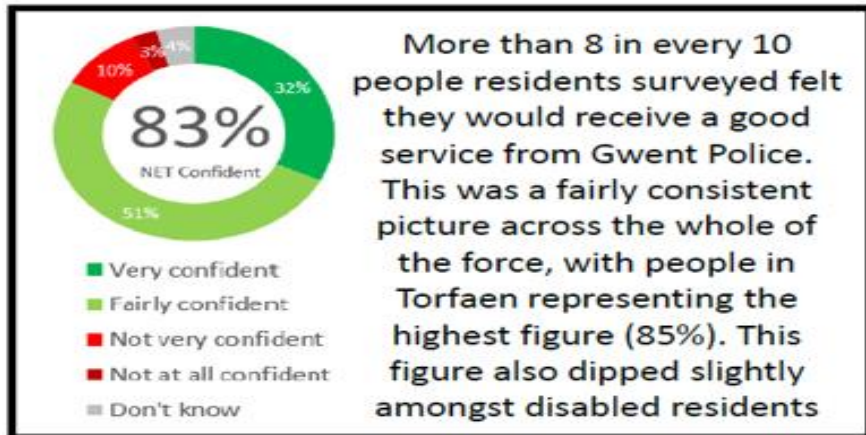
# Chief Constables Delivery Plan 2020/21 - Delivered

## All Crime Trend

2018-19	2019-20	2020-21	Annual change %	DOT	MSG change %	E & W change %
58577	57116	48618	-14.9%	↓	-14.1% ●	-14.1% ●

## All Crime Outcome Rates

2018-19	2019-20	2020-21	Annual change %	DOT	MSG % SR	E & W SR %
11.4%	11.8%	15.9%	+4.1 pp	↑	15.0% ●	14.3% ●



The data in the tables opposite show Gwent is successful in points 1, 2 and 4 of the Chief Constable's Delivery Plan. Gwent Police's 'Protect, Pursue and Prevent' strategy in line with the new Performance Framework, Crime Prevention & Problem Solving Hubs has assisted in a downward crime trend and increased positive outcomes for victims.

Although it is accepted there are areas to improve in public satisfaction for point 5 of the Delivery Plan, overall NET confidence in Gwent Police is at 83% with overall satisfaction for *Way Treated* is 93% for October to March.

Operation Uplift and the ongoing implementation and review of the New Operating Model, point 3, is continuing it's successful pathway, realigning and recruiting officers and staff for a more efficient and effective service delivery.

The implementation of our New Values, Morale Contract and continued support for the Oscar Kilo program, point 6 and 7, is continuing to positively improve staff sickness absence. The figure for March 2021 being 2.2% below March last year for Officers and 1.2% for Support Staff.