

2021-2022



NORTHAMPTONSHIRE  
POLICE, FIRE & CRIME  
COMMISSIONER

Stephen Mold

# Annual Report





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## Contents

4	Introduction
5	Plan on a Page
6	Prevention and Early Intervention
10	Robust Enforcement
18	Victims at the Heart of Justice
22	Transformation
24	Complaints Against Northamptonshire Police
26	OPFCC Grants Schemes
30	Northamptonshire Fire & Rescue Service
33	Joint Independent Audit Committee
34	Holding the Chief Constable and Chief Fire Officer to Account
36	Independent Custody Visitors Scheme
38	Voice for Victims and Witnesses
39	Budget and Financial Outturn 2021-22
42	Grant Funding



Scan the QR code  
to view my Police,  
Fire and Crime Plan



## Introduction

2021-22 has been another challenging and difficult year, however with the end of the covid pandemic and society starting to return to normal, we can look ahead with optimism that the worst is now behind us.



Throughout the pandemic, our emergency services have played a vital role in helping to keep us safe and supporting vulnerable people across Northamptonshire. We can all be proud of their work and as the PFCC, I will ensure that all lessons are learnt so that we can continue to improve and enhance how we keep the public safe.

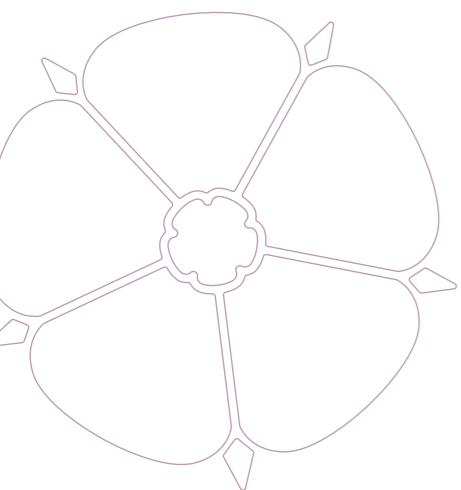
I have also been very proud of the work the OPFCC has been able to deliver, especially during the ongoing restrictions and lockdowns. For example, we have been immensely successful in securing more than £2.5 million government funding from the Safer Streets Fund. This money is already making a real difference to local residents and will also to support our work in preventing violence against women and girls. Our work was praised by the Minister for Crime and Policing when he visited the Hemmingwell estate in Wellingborough to get a closer look at how the Safer Streets scheme is improving the lives of residents in the area.

This report sets out what we have achieved against my previous Police and Crime Plan and will be the last time I present it in this format. This year I published my first Police, Fire and Crime Plan which sets out my priorities for Policing and Fire and Rescue and how they can, individually and jointly, improve and front-line services and the safety of our community.

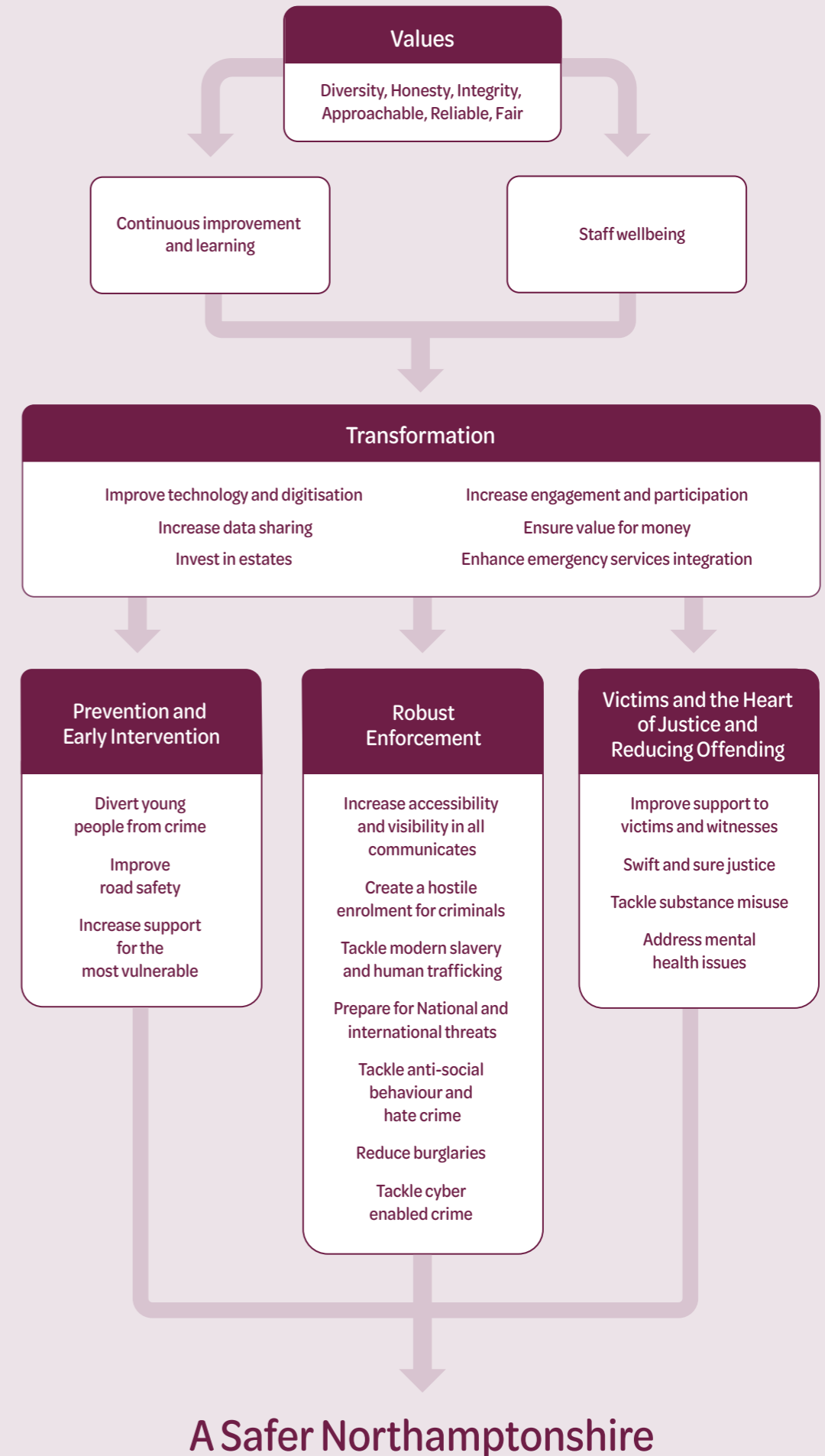
A copy of the plan can be downloaded at: [www.northantspfcc.org.uk/police-fire-and-crime-plan-2021-2026/](http://www.northantspfcc.org.uk/police-fire-and-crime-plan-2021-2026/)

The work we have delivered has been praised by central government, who have seen at first hand the difference we have made to front line policing across Northamptonshire, including in our rural areas. I am confident that police and fire services in Northamptonshire have improved significantly over recent years: now I want to raise the bar and challenge Northamptonshire Police and Northamptonshire Fire and Rescue Service to aim for the best.

**Stephen Mold**  
Police, Fire and  
Crime Commissioner



## Plan on a Page



# Prevention and Early Intervention



## Early Intervention

Early intervention, which helps to keep people out of the criminal justice system and provides support, is a key priority in my Police and Crime Plan. The Senior Practitioner team are now in place, and their primary role is to support the Family Support Workers to effectively manage cases, safeguard children and young people and ensure referrals to the team meet the service criteria for early intervention.

The Family Support team works with children, young people and their families for up to 12 weeks and have supported 240 families with 425 children and young people. Many of the referrals request support with child behavioural issues, alongside mental health and emotional wellbeing issues. The team can provide help to the entire family, empowering them to use the skills they have learned when professional support ends.

Supporting

**240**  
families

with

**425**  
children

for up to  
12 weeks

In addition to the advice, guidance and direct family support, the team is providing parents with online workshops covering parenting support, emotional wellbeing and information on domestic abuse and the impact on children and young people. They also offer early intervention and prevention support work to the Community Initiative to Reduce Violence (CIRV) project.

The team members have excellent engagement skills and have been able to encourage hard to reach young people on to the CIRV project or for support through the Youth Offending Services Prevention and Diversion Scheme. The two Family Support workers have engaged 350 young people, referred for concerns around suspected gang activity, crime and antisocial behaviour. They have also worked alongside the Northamptonshire Police and the Youth Offending Service, identifying teachable and reachable moments when a young person has been taken into custody. For those young people where they have had no previous involvement with the criminal justice system, the family Support Workers will meet with the young person and complete a follow up visit to the home, encouraging the family to engage in support to reduce the likelihood of further arrests.

The team has started to offer early intervention and prevention awareness raising in schools across the county, providing information on the impact of childhood trauma and how identifying support at the earliest opportunity and making a referral to the Early Intervention Service.

Families who have received support were invited to feedback on their experiences. From the 94 families who responded, 69 families felt their circumstances had improved as a result of the intervention.

The Early Intervention team has specialist domestic abuse workers who actively contact families who have had Police contact for a domestic incident where children were present. These incidents are not categorised as a crime and before the team were in place, no follow up would take place. During the year, 917 Public Protection Notifications (PPNs) which is an information sharing document which allows officers to record safeguarding concerns when identified were recorded which led to 1566 children and young people have receiving some help from the team.

## Youth Service

The Targeted Youth Service was established in January 2020 and supports vulnerable children and young people across Northamptonshire identified as being at risk of exploitation and of entering the criminal justice system. The team has developed positive networks with the Northamptonshire Police, partner agencies and within our communities and actively works to help ensure provision is in place and support is available to vulnerable children and young people across Northamptonshire identified as being at risk of exploitation and of entering the criminal justice system.

During the last 12 months the team has had 2524 contacts with children and young people through 352 individual detached/street based youthwork sessions in Kettering, Wellingborough, Northampton, Daventry, and Corby. These sessions are designed to address the underlying causes of offending, steering children and young people away from criminality in the community. The Youth Service offers bespoke groupwork packages which typically consist of sessions with young people on issues identified by referrers or by children and young people themselves.

The lifting of covid restrictions has created the opportunity to deliver face to face Youth Worker support. School based groupwork and 1:1 work was reduced in late winter because of Covid

“

In 2021/22 the team delivered an informal education session to **2275** young people

restrictions in schools. However, the Team were able to resume support programmes within schools from January around the county, enabling sessions to 248 young people and 1:1 sessions within the community with 127 young people.

In 2021/22 the team delivered an informal education session to 2275 young people, highlighting their vulnerabilities to exploitation from gangs, child criminal exploitation and child sexual exploitation. The groups have been set up to support schools within localities to come together with partner agencies to address contextual concerns with young people who are showing vulnerabilities towards being groomed into child criminal exploitation and child sexual exploitation. Working collectively to address the emerging needs and risks earlier to avoid further escalation into specialist services.

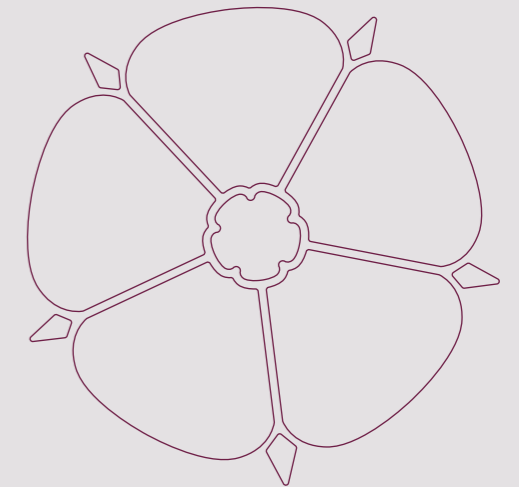
The team use the 'Outcomes Star' which is a nationally recognised assessment framework to measure progress and reduction in the likelihood of further difficulties. The end of Q4 21/22 saw 375 young people reaching their final 'progress point' which demonstrates they were making positive progress in their lives. Details of the scheme can be found at:

[www.outcomesstar.org.uk/about-the-star/](http://www.outcomesstar.org.uk/about-the-star/)

Finally, the Youth Service was commended by Northamptonshire Police for its work with young people in the north of the county. The team led on engagement work in Operation Revive, which was a multi-partnership project addressing the issue of rising violence and anti-social behaviour in Wellingborough. The work delivered by the team helped to build trust between young people and the police and address neighbourhood issues in North Northamptonshire.

## Youth Commission

The Youth Commission members have met with stakeholders to build their knowledge on water safety and healthy relationships. From these meetings, surveys were constructed by the commission and 3042 were completed by young people in secondary schools across Northamptonshire. A high volume of responses to both surveys were received and these will be analysed by the Commission to provide recommendations.



# Robust Enforcement



“

We are also on track to have over 1500 police officers in the county for the first time ever by the end of March 2023.

## More neighbourhood police constables

Northamptonshire now has more police officers than ever before, and I am committed to making sure that they provide high quality services that keep Northamptonshire safe and make its residents feel safer than ever. I have worked with the Chief Constable to ensure there is an increased focus on neighbourhood policing, with named officers in all rural and urban communities and a greater focus on community safety activity.

## Neighbourhood Policing Teams

**94** Police Constables

**83** PCSOS

**20** Sergeants

**4** Inspectors

The renewed focus on neighbourhood policing has taken a step forward, with 94 Police Constables, 83 PCSOS, almost 20 Sergeants and four Inspectors on our Neighbourhood Policing Teams. This is effectively a doubling of the neighbourhood team resource in the past year. New liveried vehicles have been introduced to help teams become more visible and accessible in their local communities. The additional officers and new vehicles are part of the new focus on local policing I announced earlier in the year, which will see the number of neighbourhood constables increase from 50 to 100 by mid-2022, with the ambition for a further 60 by 2023. The increase in officer numbers means a cohort of new recruits will now begin their policing career in a neighbourhood team.

I know how important it is to people that their police are truly local – visible, accessible and focussing on the crime that matters to them where they live and work. We have the benefit of more than 200 extra officers in the past four years, with more than 100 still to be recruited by 2023 and I am determined that we now make the most of this and get more police out on the beat and into the heart of the community. We are also on track to have over 1500 police officers in the county for the first time ever by the end of March 2023.



### Beat Buses

Local policing teams are now taking to the roads in two new Neighbourhood Beat Buses, helping to boost police visibility and provide easier access to local officers in towns and villages across Northamptonshire. The dedicated neighbourhood vehicles will be used for regular surgeries and community visits across the county, with a Beat Bus in both the North and West Local Policing Areas. The investment in the new beat buses is part of the wider investment in local policing which will see the number of neighbourhood constables more than double in 2022-23.

### Rolling out ANPR Technology

The doubling of Northamptonshire's ANPR network has resulted in numerous arrests, serious criminals thwarted, and a clear message that this county is a hostile place for criminals. ANPR – Automatic Number Plate Recognition – reads the registration of passing vehicles and checks them across several databases, raising the alert if a vehicle is stolen or linked to crime. In December 2020, we announced that 150 new camera sites would be installed across Northamptonshire to increase coverage across rural areas and major towns as well as on the county borders.

The **£1.3 million** investment has achieved significant success, with

- **3618** vehicle stops,
- **753** arrests,
- **2226** traffic offences,
- **730** searches and
- **1431** vehicle recoveries;

all from ANPR stops in Northants.



ANPR figures

Some highlights include:



**£78m**

of drugs seized in November were found as a direct result of ANPR



**Op Jaguar**

was a high intensity 3-day ANPR operation which saw 143 vehicles stopped, 26 arrests and 44 vehicles seized.



**94%**

increase in the number of vehicles of interest being sighted by police ANPR as a direct result of new cameras from expansion project



**Op Opus**

was a sustained ANPR Op in March 2022 which saw 100 vehicles seized and 19 arrests for various offences including recall to prison, burglary, robbery, GBH, theft, disqualified and drug driving



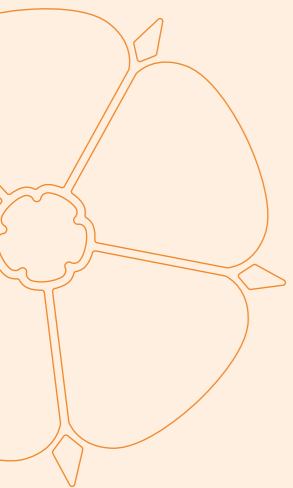
**880**

Plates identified by ANPR Intel team linked to crime investigation and intelligence that police would not have known about otherwise



**439**

cloned vehicles identified by ANPR Intel Team through data analysis alone since July 2021 – Vehicle Registration Mark not previously known to police



### Safer Streets Fund

The Office of the Police, Fire and Crime Commissioner successfully bid for more than £400,000 from the second round of Safer Streets funding provided by the Home Office. This was to deliver a scheme to enhance security across the Hemmingwell estate in Wellingborough with work commencing in autumn 2021. Much of the work focused on new and more secure doors being fitted at more than 300 properties on the estate, in partnership with Greatwell Homes. The investment means the majority of properties on Gannet Lane and Fulmar Lane have benefitted from new front and back doors.

In addition to this, more than £40,000 worth of home security products – including bike locks, timer switches and shed alarms – were handed out to residents who attended five community events in 2021. This is on top of 10 new CCTV cameras that have been added to extend coverage in the area, as well as several environmental improvements such as the removal of derelict garage blocks and cutting back trees to improve visibility. The feedback from residents has been very positive and they have told us that they are so glad that the estate has been invested in. We've now invested more than £2.5 million of Safer Streets funding in Northamptonshire over the last two years, and it's made a real difference for the communities that have received it.

“  
...work focused on new and more secure doors being fitted at more than **300** properties on the estate

### Extra security for rural Northamptonshire businesses

Rural businesses have been given a helping hand to combat crime thanks to a trial funded by the OPFCC which allows businesses to borrow VideoGuard 360 cameras – which are being rented from security firm PID Systems. The machines boast three HD cameras and give out warning messages against committing criminal behaviour should a sensor be triggered. They are also fully mobile, meaning they can be placed in any area that could be determined vulnerable. Footage captured by the VideoGuard 360 is then sent to a PID Systems control room where staff will assess the footage and see if it's a genuine security threat. If this is deemed the case then PID Systems will liaise with the Northamptonshire Police control room, who will designate it as an emergency incident. As well as setting aside £5,000 to rent the VideoGuard 360s for affected businesses, the OPFCC has also funded signage warning potential criminals that their every step is now being watched where the cameras are in place. Northamptonshire is a largely rural county, and we want to make sure that businesses in rural areas are given as much help as they can be to remain safe and successful.

### Violence against Women and Girls

Several initiatives are underway to help improve the safety of women and girls across the county, particularly in the night-time economy. The OPFCC is working alongside local authorities and Northamptonshire Police among others, on projects that are together supported by more than £800,000 from the Home Office Safety of Women at Night Fund and the Safer Streets 3 fund. Schemes underway will see West Northamptonshire Council improving lighting and CCTV on the Racecourse and Becket's Park

in Northampton, as well as additional Help Points across the town centre. As well as physical crime prevention measures, we'll be working to raise awareness of the kind of behaviours that make women uncomfortable, and the Police will be targeting offenders who prey on women out at night. The OPFCC funded SNO van (Safer nights out) is being utilised by the voluntary sector to engage with vulnerable people and used as a help point to keep revellers, particularly women safer.

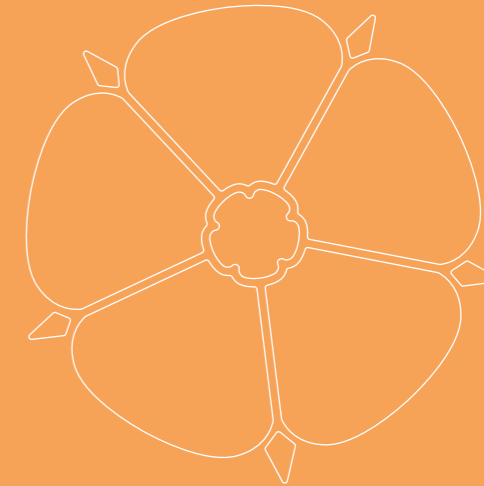
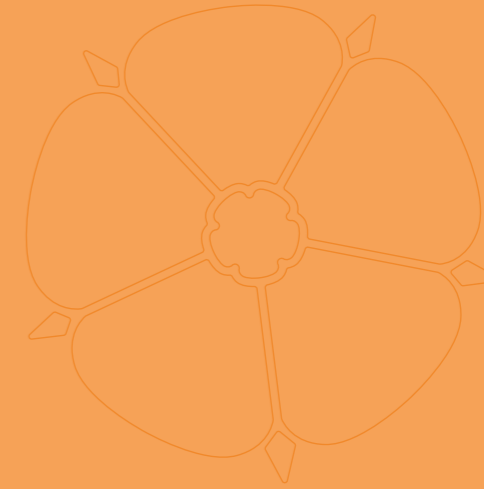
### OPFCC funded investigator to tackle retail crime

A newly appointed retail crime investigator will help Northamptonshire businesses receive extra support to bring persistent shoplifters to justice. This pilot scheme, started at the beginning of October 2021, gives retailers additional specialist assistance when they have been targeted and will focus on persistent and violent shoplifters who cause harm to retailers, their staff, and their communities. I was concerned about the increase in violence or threats that staff employed in this sector have been suffering nationally, and this is wholly unacceptable. The new retail crime investigator will work within the Northamptonshire Business Crime Partnership (NBCP) and will link in with the Initial Investigation Team (IIT) at Northamptonshire Police to provide evidence on lines of investigation. Northamptonshire Police has reviewed the service that is given to retailers reporting shoplifting, and the pilot scheme will support the new direction it is taking.



### Operation Repeat

Fraud and online fraud are increasing in number and are crimes that can be traumatic and undermine the confidence of victims, especially if they are elderly. The OPFCC has funded a new scheme, called Operation Repeat, that has trained carers and health staff how to speak to, warn and support the elderly people in their care and help them avoid falling for scammers. Between September and December 2021, Northamptonshire Police and Northamptonshire Trading Standards ran 12 training sessions for health and social care staff, so that they can recognise and help prevent crimes against vulnerable people. Health and care workers are trusted by the people they work with, and so well placed to pass on advice and to spot the signs if someone they work with is being scammed. The training supports the safeguarding responsibilities that health and social care workers already have – research suggests 80% of all such victims are already receiving health and social care services. This has been well received to the extent that we shall be committing to this for the next 2 years, with the support of Cadent Gas and Anglian Water.



# Victims at the Heart of Justice



## Local Criminal Justice Board

I continue to chair the Local Criminal Justice Board, which has been drawing criminal justice agencies together to respond to the impact of Covid on the operation of the local criminal justice system. I have continued to both support and challenge Her Majesty's Courts and Tribunal Service (HMCTS) to work differently, to reduce the backlog of court cases which has been exacerbated by the pandemic. Although the situation is easing, the backlog is still impacting upon victims and witnesses, who are facing long waiting times for their cases to be heard. For this reason, I have increased funding to the Witness Care Unit.

## Reducing Reoffending Board

This year I re-established the Northants Reducing Reoffending Board, which has a singular focus to help deal with the key factors which contribute to the bulk of offending in Northamptonshire. The Board priorities include improving offender access to accommodation, substance misuse treatment, developing services for young offenders, female offenders and widening the availability of restorative justice across the county. I have made a substantial investment in refreshing the Integrated Offender Management scheme in Northampton. This is a multi-agency project involving Northamptonshire Police, Probation, the Third Sector, and both local authorities, which aims to support to those prolific offenders who wish to change whilst tightly monitoring and 'gripping' those who do not. I am pleased that the scheme has attracted significant partnership support. We have also engaged with the Director and other senior staff at HMP Five Wells in Wellingborough, which opened in February 2022.

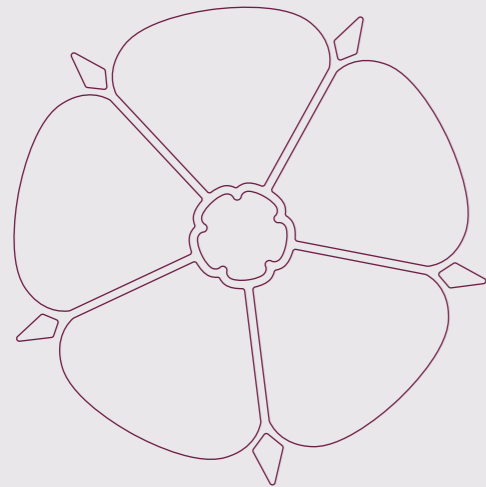
“...conduct a review of treatment services in the county later this year with a view to recommissioning the services in 2023

## Substance Misuse Treatment and Recovery Services

A further £240,000 was allocated towards Substance Misuse Treatment and Recovery Services this year. These funds are pooled with the local authority treatment budget which is administered by North Northamptonshire Council (NNC) on behalf of the whole county. In addition, Northamptonshire has been awarded additional Home Office Grant funding, including funds to help tackle substance misuse amongst our local homeless population. Probation have also received a funding uplift and now looking forward, we will conduct a review of treatment services in the county later this year with a view to recommissioning the services in 2023. The OPFCC has been instrumental in commissioning a range of out of court disposals for low level offenders, ensuring that appropriate offenders can be conditionally cautioned to attend a rehabilitative programme, for example for domestic abuse offending, drug or alcohol offending and a special programme for female offenders. COVID has meant that some providers of these programmes have had to change their delivery model, to online rather than face to face courses, but these are now returning to normal.

### Victims' Organisations

Organisations working with victims of domestic abuse and sexual violence applied, with the assistance of the OPFCC, for another tranche of funding made available by the Ministry of Justice (MOJ) this year. All the local bids were successful and our total MOJ grant funding for 2021 to 2022 is outlined in the table below. MOJ funding has enabled me to fund Voice, so it continues to deliver services to a wide range of victims and witnesses. The domestic abuse uplift has allowed Voice to recruit 3.5 additional, specialist, Independent Domestic Abuse Advocates, who work with some of the most vulnerable and difficult to reach victims in the county.



Funding Core Victim Services and Child Sexual Abuse	
Victim Services	<b>£813,336</b>
Child Sexual Abuse Uplift	<b>£60,592</b>
Additional Needs Based Funding	
Sexual Violence Uplift	<b>£54,901</b>
Domestic Abuse Uplift	<b>£116,971</b>
Additional Funding Expression of Interest	
Existing ISVA Award	<b>£48,500</b>
New ISVA Award	<b>£0</b>
New IDVA Award	<b>£107,956</b>
<b>TOTAL</b>	<b>£1,202,256</b>

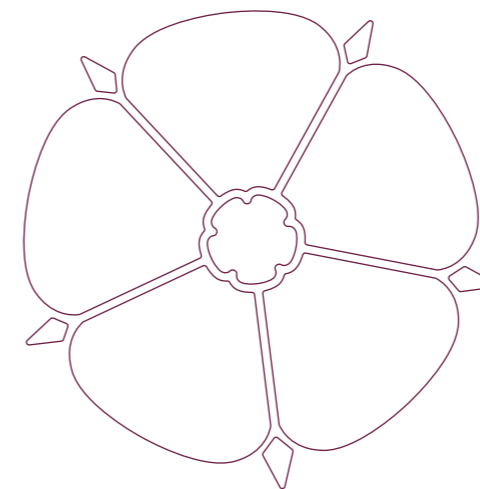
### Project NOVA

The OPFCC provided 12 months' funding for a coordinator working for RFEA, The Forces Employment Charity to work with Northamptonshire Police to identify detainees who were military veterans. During that time, RFEA worked with 34 identified veterans, supporting them, on a voluntary basis, with issues such as accommodation and employment. Although Project NOVA itself has come to an end, we are now looking at other ways that the OPFCC can support RFEA.



### Mental Health Treatment Requirements

Criminal justice agencies are increasingly aware of the complex needs of offenders. Northamptonshire was a successful test bed site for Mental Health Treatment Requirements, and the innovative work undertaken here has gone on to shape what is now a national scheme designed to deliver mental health (and subsequently other) treatment as part of a court order. The OPFCC provided additional funding to support and enhance this scheme and early evaluations of this work have identified very significant positive outcomes. The OPFCC also provided additional investment this year in Op Alloy, which will see mental health nurses working closely with Northamptonshire Police, providing advice and support both in the Force Control Room and in response vehicles. This has substantially increased the capacity and extended the service to 3am, improving the quality and appropriateness of the response to those with mental health needs



# Transformation



## Estates Strategy

The delivery of our Estates Strategy is continuing to revolutionise and enhance the way we work collaboratively. Northamptonshire Police and Northamptonshire Fire and Rescue Service now share buildings wherever possible, and they already share some support teams and the move to joint buildings will encourage even closer working and strengthen support to the front line.

A new, joint garage workshop has been purchased in Earls Barton that will be the base for a joint police and fire fleet team and will open the way for further streamlining. Staff have also now moved into the landmark joint police and fire building in Wellingborough, which will free up other police and fire buildings for disposal.

The economic shock of the pandemic shows more than ever that we need to be prudent, to make sure our buildings are affordable and provide best value for the public's money. The pandemic has also shown that officers and staff are more able to work away from an office setting than they ever have been, and we have a blend of remote working, with a shared building that enables police and fire to work together in a good quality business environment.

## Enabling Services

The delivery of our Estates Strategy is continuing to revolutionise and enhance the way we work collaboratively. Northamptonshire Police and Northamptonshire Fire and Rescue Service now share buildings wherever possible, and they already share some support teams and the move to joint buildings will encourage even closer working and strengthen support to the front line.



## Programme UniTy

Thanks to investment, the OPFCC has worked closely with Northamptonshire Police and Northamptonshire Fire & Rescue Service to bring together our IT teams into one new joint team, the Digital and Technology Department. This significant investment acknowledges the critical role of IT to both services and recognises the need to ensure a strong, innovative and forward-thinking digital team. As part of the new joined up approach to IT, Programme UniTy was established to deliver the wider changes, which include recruiting an additional 40 IT specialists to join existing IT staff as part of the new joint team. Although still in the early stages, work on the new structure and staffing has begun and planning for the other workstreams is underway. This programme is due to complete in September 2022.



# Complaints Against Northamptonshire Police

The OPFCC Customer Service Team is responsible for the receipt and recording of complaints against Northamptonshire Police, the informal resolution of low-level complaints and for ensuring that all reviews are appropriately processed and considered. By taking responsibility for recording complaints, I have a clearer overview of the issues that are causing concern to the public. Any lessons to learn are now captured on a forcewide basis and passed to the Chief Constable to support on-going improvements.



Since the implementation of the Customer Service Team in February 2020, we have seen a significant increase in the number of complaints received. In February 2020, the Customer Service Team dealt with 96 pieces of correspondence in total compared to 148 in February 2022. The Customer Service Team has worked hard to increase the number of that are resolved to the complainant's satisfaction. The monthly target is 60%, a figure which is now consistently met and sometimes exceeded.

The team deals with two types of complaints, which are referred to as 'Service Recovery' and 'Schedule 3 complaints'. For those complaints classed as Service Recovery, the Customer Service team will contact complainants within two days to discuss their concerns and try to resolve it to their satisfaction. This will avoid the lengthy

statutory complaints process. However, if the complainant is not happy with the outcome, the Customer Service Team will deal with it as a formal complaint (known as Schedule 3) which are referred directly to Northamptonshire Police's Professional Standards Department (PSD) for them to assess and investigate where appropriate.

Looking ahead for the next year, the Customer Service Team will be focussing on maintaining high levels of Service Recovery, implementing a new process for Fire and Rescue Service Complaints and implementing a new process to ensure that all learning and feedback identified by the Customer Service Team used to continue to improve the service Northamptonshire Police provides.

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The monthly target is **60%**, a figure which is now consistently met and sometimes exceeded.

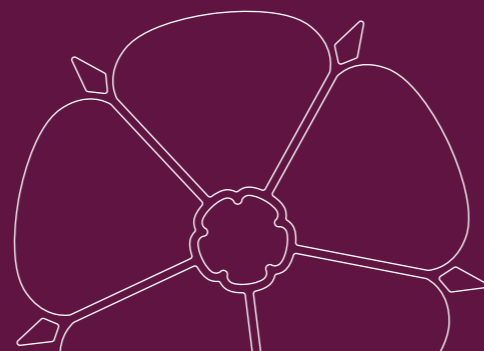
## Complaints Received

	Service Recovery	Schedule 3	Other	Reviews	Total
Feb 21	35 (50%)	35	56	5	131
March 21	48 (49%)	49	115	5	217
Apr 21	42 (53%)	36	92	2	173
May 21	27 (46%)	32	91	9	159
June 21	30 (52%)	28	115	6	179
July 21	47 (61%)	29	96	13	185
Aug 21	60 (72%)	22	71	3	155
Sep 21	54 (65%)	29	62	6	97
Oct 21	43 (56%)	33	104	3	140
Nov 21	30 (63%)	18	87	4	109
Dec 21	24 (60%)	16	98	6	120
Jan 22	27 (59%)	18	97	13	128
Feb 22	37 (69%)	17	86	10	113
Mar 22	52 (67%)	26	119	3	200

# OPFCC Grants Schemes

## Making Northamptonshire Safer Fund

This fund, provided by the Northamptonshire Police Fire and Crime Commissioner, provides grants of between £3,000 and £10,000 for initiatives that support the aims of the Police and Crime Plan. Grants awarded in 2021-22 are as follows:



### CSD Activity Camps

Kingswood Activity Camps – Project designed to deter children and young people that access the activity camps away from crime, specifically ASB

Amount granted **£9,993**

### Frank Bruno Foundation

Youth Fitness Training – Project designed to deter young people away from crime

Amount granted **£4,250**

### Goodwill solutions CIC

#CITADEL/ GWS journey to work programme - Project designed to deter people from repeat offending or criminality

Amount granted **£7,579**

### Kingswood Community Cooperative

Kingswood Community Support - This project is designed to increase confidence and relationships between police and community. Working in partnership with both officers and PSCO assigned to the Kingswood estate.

Amount granted **£10,000**

### Cherwell Theatre Group

Do you accept? E Safety Workshops - This project is designed to raise awareness to the children about the dangers of sharing information online with strangers

Amount granted **£6,300**

### Small Grants Scheme

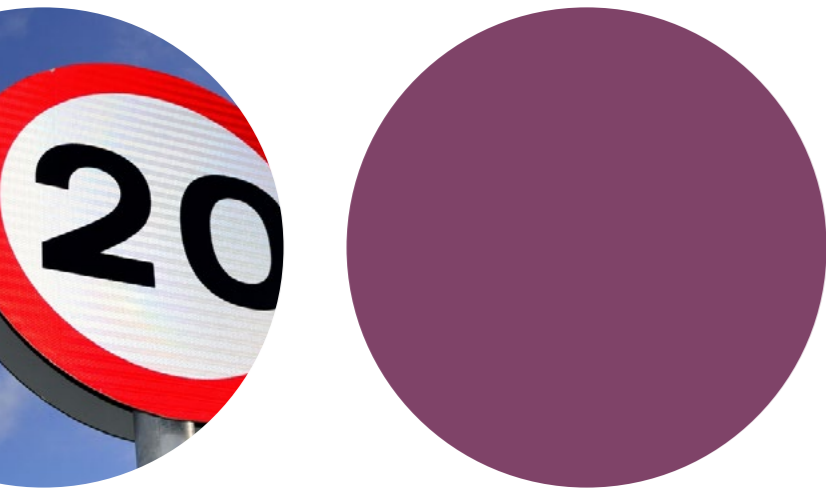
A Small Grants Scheme for bids under £3,000 (from £500) will give groups even more options when seeking funding. The Small Grants panel meets on a monthly basis to assess the bids, which can be applied for all year round. Grants awarded in 2021-22 are as follows:



#### Rotary Club of Rushden

Crime and Safety Awareness Day which will help to awareness amongst young people of the consequences of following a life of crime.

Amount granted **£1,500**

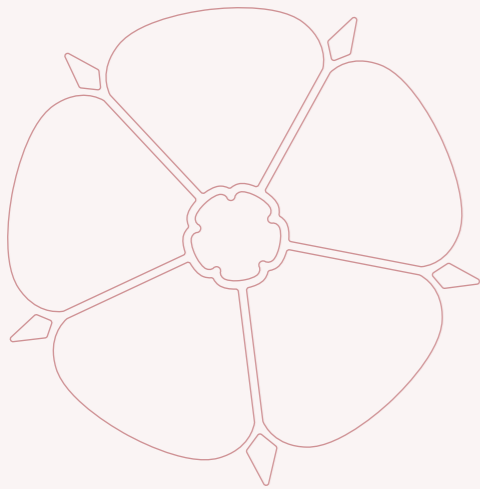


### Road Safety Community Fund

This fund which is supported by the Northamptonshire Safer Roads Alliance, awards grants of between £500 and £5,000 that help to support the Northamptonshire Strategic Road Safety Plan. Grants awarded in 2021-22 are as follows:

		Amount granted
Newnham Parish Council	Vehicle Activated Sign indicator purchase	£4,686
Grange Primary Academy	Golden ST:EPS – Which aims to promote active travel and road safety for children	£2,999
Cottingham Parish Council on behalf of Cottingham C of E Primary School	School 20mph speed signs	£4,265
Cranford Parish Council	The Tufty Project which is designed to re-duce speed	£4,414
Maidwell with Draughton Parish Council	Speed Display Signs	£5,000
Oundle Town Council	Purchase portable speed indication device	£2,340
Scaldwell Parish Council	Speed Sign Project	£2,048
Woodnewton Parish Council	Speed Awareness Project	£5,000
Welford Parish Council	Speed Indication Device Purchase	£2,310
Rothwell Town Council	Educational initiatives leading to positive behaviour change	£1,181
Yelvertoft Parish Council	VAS Solar Speed Sign	£3,434
Our Lady's Primary School	Our Lady's Safety Heroes which promotes active travel and road safety for children	£1,950
Woodford cum Membris Parish Council	Highways safety – Purchase and install two speed indicator devices	£5,000
Nassington Parish Council	Nassington Speed Reduction – Purchase and install speed indicator device	£2,250
Warmington Parish Council	Warmington Speed Reduction	£3000
Thornby Parish Council	Thornby Speed Reduction	£5,000
Great Addington Parish Council	Gateways which prompt drivers to reduce speed	£4,512

# Northamptonshire Fire & Rescue Service



## Working towards financial stability

Since January 2019, when Northamptonshire Fire and Rescue Service moved to the governance of the Police, Fire and Crime Commissioner, the service has worked to tackle the challenges faced from years of County Council under-investment, and towards building financial stability.

The Covid pandemic had a significant impact on the financial position, so the challenge of building a resilient and sustainable financial position increased across the financial year 2021/22. The Commissioner and the Chief Fire Officer lobbied with the support of the local MP's the county's MPs and the government departments, explaining that Northamptonshire Fire and Rescue Service has the second lowest council tax in the country, the lowest reserves and the lowest total spending power of any fire and rescue service. The Service was in a position where the likely increase in costs for the financial year was greater than the expected increase in funding, further increasing the gap.

In January 2022, following sustained lobbying, the Government gave Northamptonshire Fire and Rescue Service the flexibility to ask for an increase of £5 in the fire service precept – the element of local council tax that goes to NFRS. The Government also gave NFRS a grant of £500,000 to support capital projects and modernisation.

That brought some stability from which the service can modernise and extend the work that firefighters and staff carry out to make the community safer. Other measures to ensure efficiency will also continue: Northamptonshire Police and Northamptonshire Fire and Rescue Service already share buildings and support functions wherever they can, and NFRS continues to review its practices to ensure it is as efficient as possible.

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**Eighteen** new firefighters joined NFRS in March 2022 following a successful recruitment campaign at the end of 2021



## HMICFRS Inspection

Northamptonshire Fire and Rescue Service underwent its second inspection by Her Majesty's Inspectorate of Fire and Rescue Services in February. This is the first inspection that has taken place since NFRS moved to the governance of the Police, Fire and Crime Commissioner.

The structured inspection looks at any changes that have taken place in the organisation, at how NFRS responded to the causes of concern outlined in its first inspection, and at its 'effectiveness, efficiency and people'. Two causes for concern had arisen during the first inspection – around the availability of fire appliances and about the recording of risk critical training. Both of these were tackled and discharged within months of that inspection in 2019.

The results of this year's inspection are expected to be published in July 2022 and early indications are that there has been much change and many improvements. There is an acknowledgement that there is still much work to do in some areas however, and the improvement agenda continues.

## Offering Check to HMO Landlords

Northamptonshire Fire and Rescue Service asked landlords who own or manage houses in multiple occupation (HMOs) to get involved in a pilot scheme to help improve safety in the private rented sector as well as offering invaluable opportunities to extend the skills and capacity of firefighters in the areas of fire prevention and protection. HMOs are buildings that are occupied by at least three unrelated people in rented out rooms. During a trial period, firefighters visited landlords at several HMOs to carry out compliance checks - backed by fully warranted, specialist Fire Protection Officers from NFRS. The aim was to increase the involvement of fire crews in this important work, giving greater capacity to target risk and make the community safer. Fire Protection Officers will then focus on the more complex work in sectors of even higher risk around the county. And alongside this, landlords would be supported to ensure they are providing a well-run and safer home for their tenants and that tenants understand how to reduce the risk of fire, too. Training of fire crews has now been completed and checks are now being organised at appropriate premises.



### Water safety and new throw lines

Northamptonshire Fire and Rescue Service holds the Chair to the County Water Safety Forum and identified high risk sites for water safety in the county. In the last 12 months, the Police, Fire and Crime Commissioner helped to fund the delivery of 10 additional safety throw lines to be placed at key sites in the county. This programme was backed by the Waterside Responder Initiative where NFRS, working with the RNLI, delivers training to the staff of waterside venues such as bars and restaurants, so that they could intervene safely to help rescue someone in difficulty in the water.

### New Recruits

Eighteen new firefighters joined NFRS in March 2022 following a successful recruitment campaign at the end of 2021. Four of the new recruits were already familiar with Northamptonshire, having been on-call with the Service and opting to make the role their full-time job. The remaining 14 were new to firefighting and underwent an eight-week training course at the Fire Service College before returning to Northamptonshire for a further two weeks of training before joining their stations. The new firefighters will do far more than fight fires, being expected to play an important role in fire prevention and wider community safety.

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In the last 12 months, the Police, Fire and Crime Commissioner helped to fund the delivery of **10 additional safety throw lines** to be placed at key sites in the county.

### Northamptonshire Fire and Rescue Service employ the country's first accredited fire service wellbeing dog

The wellbeing – mental as well as physical – of firefighters and staff is a key priority for Northamptonshire Fire and Rescue Service. This year, NFRS welcomed the first accredited, fire service wellbeing dog to help the mental resilience of the organisation's people. Firefighters and staff often face challenging and traumatic situations, but no fire service in the UK had previously employed an Oscar Kilo 9 accredited wellbeing dog. Olive, a cocker spaniel, took up her new position within Northamptonshire Fire and Rescue Service's Wellbeing Team, who already offer a range of services and support to colleagues. Olive can now be called upon to spend time with colleagues who have attended a difficult job or are suffering from stress or trauma.

# Joint Independent Audit Committee

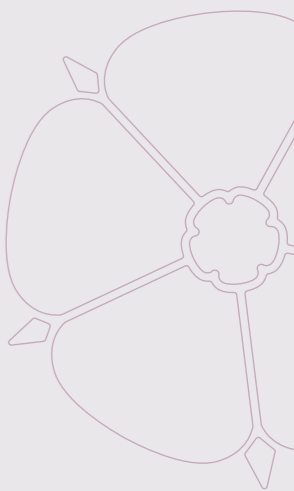
The Joint Independent Audit Committee (JIAC) was established to support the Police Fire and Crime Commissioner and the Chief Constable to discharge their responsibilities by providing independent assurance on the adequacy of their corporate governance, risk management arrangements and the associated control environments and the integrity of financial statements and reporting. Following the governance change, the JIAC was extended to include Northamptonshire Fire.

The JIAC covers three organisations: the Police, Fire and Crime Commissioner (PFCC), Northamptonshire Police and the Northamptonshire Fire and Rescue Authority (NFRA). The Northamptonshire Fire and Rescue Service (FRS) is provided by NFRA.

The Committee continued to gain significant assurance from both the reports and officers and appreciated the openness of the officers to discuss all areas of the business and willingness to respond to questions.

The JIAC produce an annual report and a copy can be downloaded after the JIAC's July 2022 meeting from the OPFCC website at:

[www.northantspfcc.org.uk/our-information/jiac/](http://www.northantspfcc.org.uk/our-information/jiac/)



# Holding the Chief Constable and Chief Fire Officer to Account

The Police and Fire and Rescue Accountability Boards support the PFCC in exercising the statutory duties of holding the Chief Constable and Chief Fire Officer to account and form part of a wider ranging programme of assurance across the breadth of Policing and Fire and Rescue activities.

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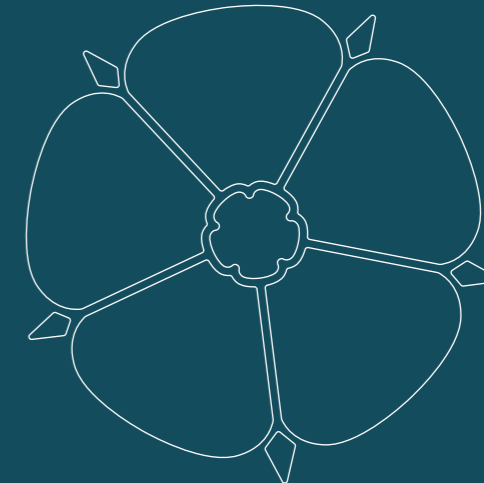
Records of these meetings and key decisions made are taken and published on our website

The business of the Boards covers:

- A focus on areas of concern in performance and service delivery at a strategic level
- Discussions between police/fire and rescue service and OPFCC in respect of strategic budget setting, medium term financial planning and other matters requiring ongoing levels of assurance
- Strategic consideration of key identified corporate level risks
- Strategic consideration relating to PFCC scrutiny activity

Accountability Board meetings are held monthly and are administered by the Office of the Police, Fire and Crime Commissioner. Records of these meetings and key decisions made are taken and published on our website at:

[www.northantspfcc.org.uk/police-fire-accountability-boards/](http://www.northantspfcc.org.uk/police-fire-accountability-boards/)



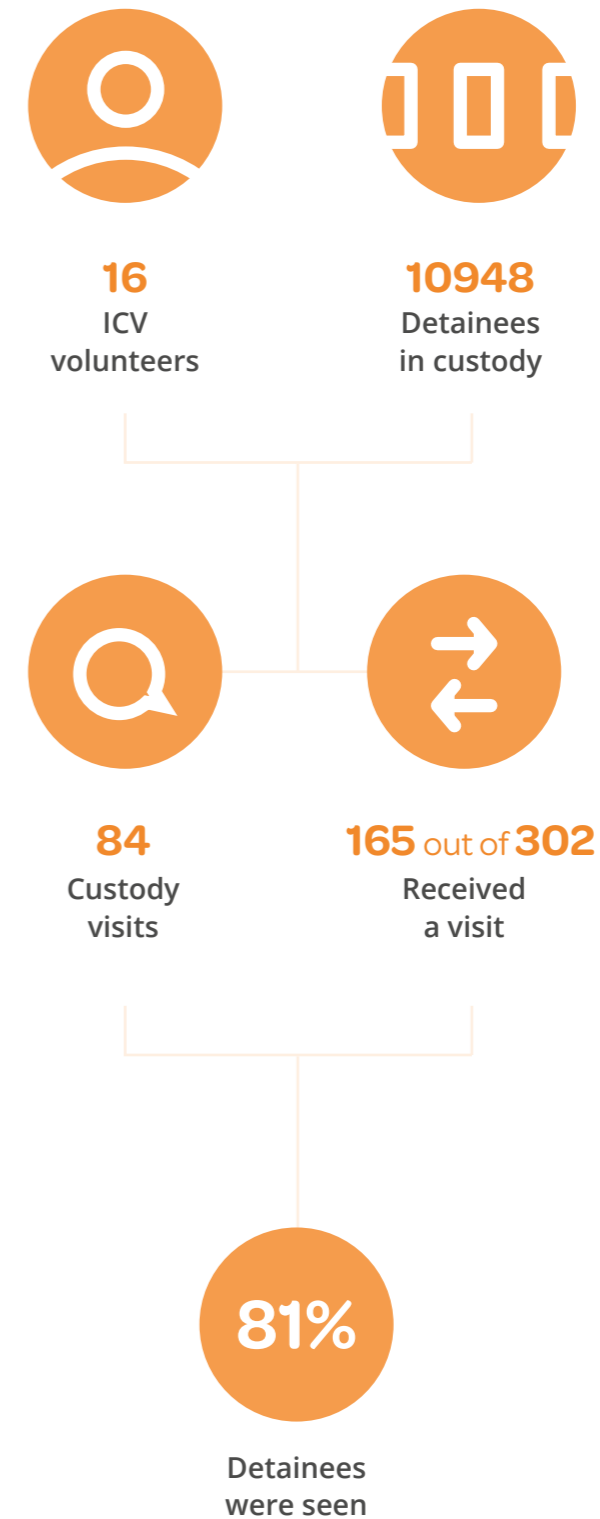
# Independent Custody Visitors Scheme

The Northamptonshire Police, Fire and Crime Commissioner has a statutory duty to operate an effective Independent Custody Visiting (ICV) Scheme in the county. The scheme allows for volunteers to visit detainees in custody to check on their welfare and that they are receiving their rights and entitlements. It offers mutual protection to detainees and Custody staff by providing independent scrutiny of the treatment of detainees and the conditions they are being held in.

There are currently 16 ICV volunteers in the Northamptonshire scheme. ICVs visit the Criminal Justice Centre and the Weekley Woods Justice Centre once a week, and they always visit in pairs. Issues and praise raised by ICVs are fed back to the Scheme Manager in the PFCC's office via an electronic report form. The majority of issues are resolved by staff on duty at the time of visit and issues that ICVs could not resolve within the visit are escalated to the Custody Inspector to resolve. Thematic and serious issues are raised by the Police, Fire and Crime Commissioner with the Chief Constable and issues are shared with the East Midlands Criminal Justice Board, the Regional ICV Managers' network and the National Independent Custody Visiting Association (ICVA).

ICVs, the Scheme Manager and the Custody Inspector come together every three months at a panel meeting to discuss findings and provide any updates. Between 1st April 2021 and 31st March 2022, 10948 detainees were held in custody in Northamptonshire in the two centres. Between 1st April 2021 and 31st March 2022, ICVs carried out a total of 84 custody visits. Of the 302 detainees in custody at the time of their visits, ICVs spoke to 165 detainees. 98 detainees were not available to receive a visit (either they were in interview, asleep, intoxicated, seeing the Doctor or their Solicitor) and 39 refused a visit when offered. Of the detainees available to receive a visit, 81% were seen.

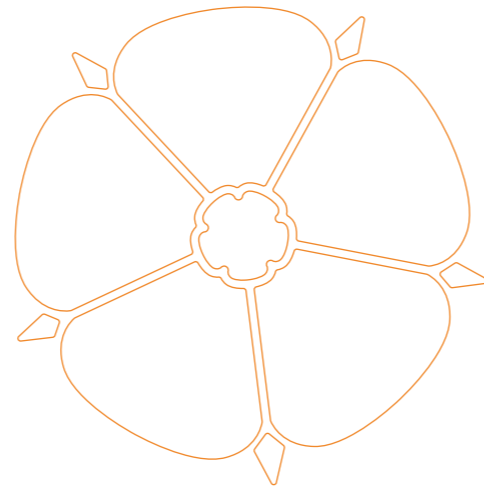
It offers mutual protection to detainees and Custody staff by providing independent scrutiny of the treatment of detainees and the conditions they are being held in.



1st April 2021 and 31st March 2022, between two centres in Northamptonshire

# Voice for Victims and Witnesses

The Office of Northamptonshire Police, Fire and Crime Commissioner assumed the statutory responsibilities for commissioning support for Victims and Witnesses of Crime in October 2014. Voice has been the brand for victim and witness services in Northamptonshire since 2014 and the services were delivered under a series of contracts; the first two with Victim Support and Restorative Solutions ended in 2017. In January 2017, the decision was taken to not seek a new contract for the provision of services but instead to create a wholly owned company, Voice for Victims and Witnesses Ltd, to provide services to victims and witnesses. I commission Voice to deliver victim services across the county and it is my responsibility to hold them to account on behalf of council taxpayers of Northamptonshire, to ensure that the services they deliver offer best value for money. My role also involves working with local criminal justice partners to provide an efficient and effective service, and victims should be at the heart of this. It is vital that victims' voices are heard so that their feedback informs future service delivery and so that they are confident in those services. I will therefore work with Voice to increase the opportunities for victims to be involved, and to ensure victim's feedback informs the service that is provided by Voice and the wider criminal justice system.

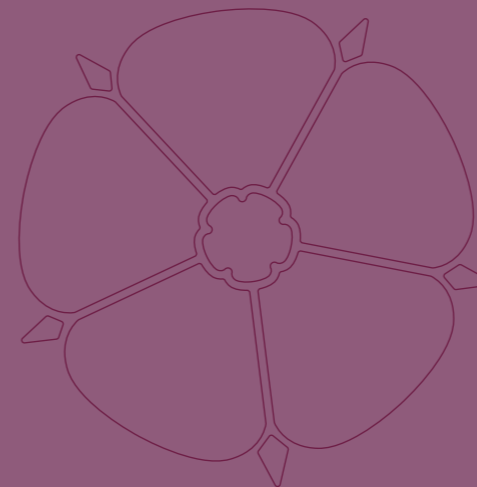


More details about the work of Voice can be found at:

[www.voicenorthants.org/about-voice-northants/](http://www.voicenorthants.org/about-voice-northants/)



# Budget and Financial Outturn 2021-22



The PFCC is the recipient of all funding for both Fire and Policing. This includes all the grant funding from the government for Policing and the Fire and Rescue Service, Business Rates for the Fire Service and funding raised by the Council Tax precept.

One precept is set for Fire and one is set for Policing as under current legislation, Fire and Rescue and Police have separate funding streams and budgets.

How this money is allocated in each service is a matter for the PFCC, except in relation to a small number of specific grants. The PFCC consults the Chief Constable and Chief Fire Officer when setting his budgets and they provide professional advice and recommendations.

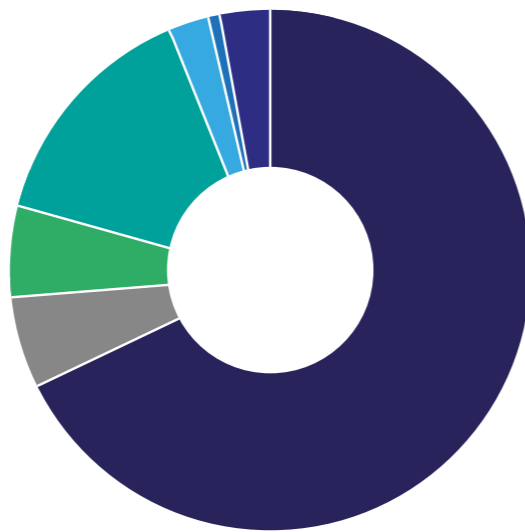
A public consultation carried out at the end of 2021 informed the 2021-22 budgets and funding priorities for the year. These were set out in detail in the precept proposals as considered by the Police, Fire and Crime Panel in February 2022.

Headlines for the Police and Fire 2021-22 budgets are set out on the following pages.



A public consultation carried out at the end of 2021 informed the 2021-22 budgets and funding priorities for the year.

**Total income for Police  
£153.5m**



*Where the money was allocated*

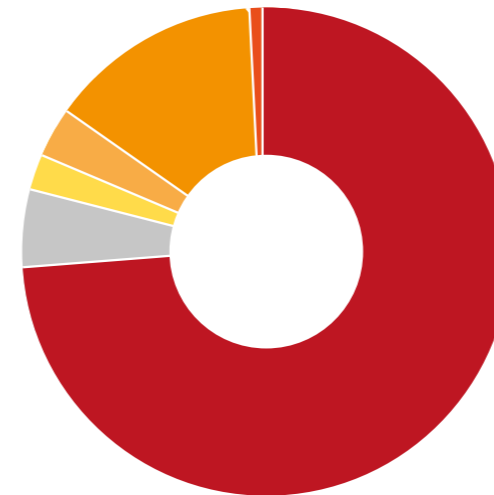
- 68.0% Police Officer, Staff and PCSOs
- 5.8% Collaborative policing and third party costs
- 5.6% Other costs and investments
- 14.5% Support (Enabling) Services
- 2.5% Capital financing
- 0.7% Office of the PFCC
- 2.9% Delivery and commissioning

**Where the money came from**

In 2021/22, Policing received funding of £153.5m to deliver Policing services. This was an increase of £6.7m on the previous year to support the additional police officers recruited.

Of this amount, almost 44% (£66.8m) came from local council taxpayers, with the balance of 56% (£86.7m) coming from central government in the form of police and pensions grants.

**Total income for Fire  
£25.3m**



*Where the money was allocated*

- 73.7% Firefighters and staff
- 5.8% Estate and facilities
- 1.9% Transport
- 3.6% ICT
- 14.1% Supplies and services
- 0.9% Capital financing

**Where the money came from**

In 2021/22, Fire received funding of £25.3m, which was lower than in 2020/21. Given this challenging position, the Home Office provided an additional amount of £1m to support the Fire budget in 2021/22 and also provided the sum of £1m to be used to support Fire reserves.

Of this amount, nearly 62% (£15.8m) came from local council taxpayers, almost 11% (£2.7m) from local Business Rates and 27% (£6.8m) from central government grants.



During the year I received and considered regular financial monitoring reports for Policing and Fire and scrutinised and challenged them in detail at the Police and Fire Accountability Board meetings. I provided regular financial update reports throughout the year to the Police, Fire and Crime Panel. Three sets of statutory accounts for: the Police Fire and Crime Commissioner, Chief Constable and Northamptonshire Commissioner Fire and Rescue Authority (NCFRA) are produced each year and the deadline for the draft accounts to be published is 31 July 2022. The accounts will be subject to external audit.

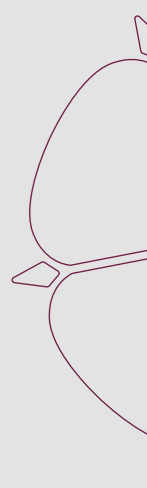
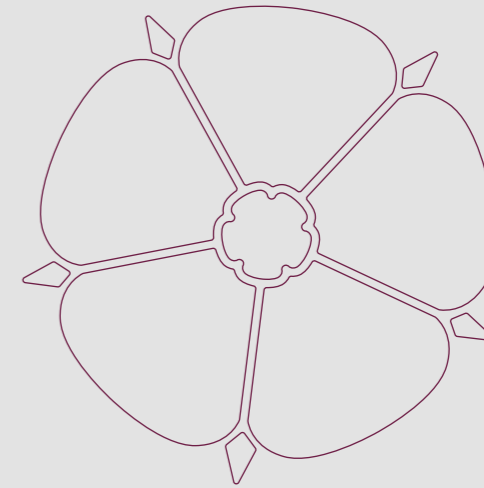
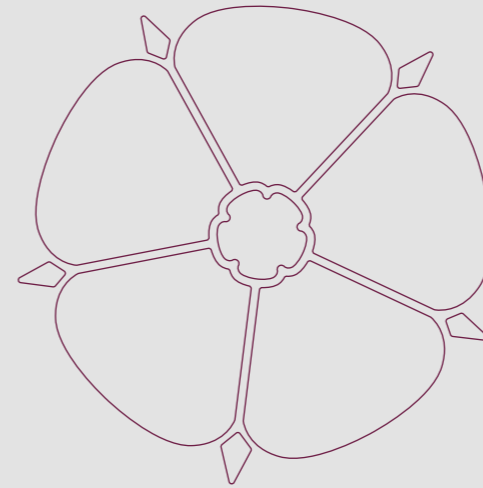
Work is in progress to close the accounts and a detailed financial outturn, together with an assessment of reserves and financial outlook for both Police and Fire will be contained within the 2021-22 Statement of Accounts.

Copies of both the draft and final audited accounts will be available on the Police, Fire and Crime Commissioner's website in line with the statutory timescale at the following link:

[www.northantspfcc.org.uk/our-information/statement-of-accounts-and-audits/](http://www.northantspfcc.org.uk/our-information/statement-of-accounts-and-audits/)

# Grant Funding

In addition to the annual budget and council tax precept, we have continued to actively lobby and bid for additional grants from central government to support both Northamptonshire Police and our Fire & Rescue Service deliver services to local residents. In Policing, since 2017 we have secured over £10m to support the provision of additional officers, deliver our Safer Streets initiatives as well as other priorities in the Police and Crime Plan. In addition to this, we have secured almost £4.5m for the Fire and Rescue Service since the governance transfer in 2019 to support Fire in delivering the response to the Covid pandemic, assistance with building reserves and contributions towards transformative joint working such as the joint garage facility with Police.





**NORTHAMPTONSHIRE**  
POLICE, FIRE & CRIME  
COMMISSIONER

Stephen Mold

2021-2022

**Annual Report**