



**VERA BAIRD**<sup>QC</sup>  
POLICE & CRIME COMMISSIONER

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# 2016/17

## ANNUAL REPORT

DAME VERA BAIRD DBE QC  
POLICE & CRIME COMMISSIONER FOR NORTHUMBRIA



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# FOREWORD

## A message from Dame Vera Baird DBE QC your Police & Crime Commissioner

Welcome to my annual report for the year 2016-17. Thanks for taking the time to look at the work I have been involved in during the last year – it certainly has been a busy, but productive year. I am thrilled that you have chosen me again for a second term to be your Police and Crime Commissioner and hold to account the Chief Constable of Northumbria Police on your behalf and to help ensure that there is an effective and efficient criminal justice system that puts victims at the heart of the process.

As ever, this annual report focuses on some of the highlights of the last year and is by no means a comprehensive overview of all my work. You can keep up to date with my work by visiting my website [www.northumbria-pcc.gov.uk](http://www.northumbria-pcc.gov.uk).

I have recently published my new Police and Crime Plan 2017-21 following consultation with thousands of people across the force area to find out about their priorities for policing. I am pleased to see that the public still feel all of the original police and crime priorities are important to them with the addition of a new focus on ensuring an effective criminal justice system. This annual report will focus on achievements linked to my original Police and Crime Plan 2013-2018.



Much has been achieved in my first term and we should all be rightly proud that Northumbria is seen as a trailblazer. We continue to be top when it comes to dealing with anti-social behaviour and we have one of the highest victim satisfaction rates in England and Wales, something we are very proud of. We continuously strive to improve services for vulnerable victims and I have secured for Northumbria additional national funding from the Home Office through both the VAWG and Police Transformation Funds.

I have worked hard to deliver the priorities that were set in 2012 and following my re-election in the spring of last year I felt it was time to refresh the plan and ensure that Northumbria Police continues to tackle the issues that matter to you and your family.

This report gives you an opportunity to read all about my work including how I have continued to revolutionise the police complaints process, worked tirelessly to tackle violence against women and girls and continued to make huge savings to my office and wider policing.

We have made great achievements and taken huge strides forward in Northumbria towards building safer communities and securing effective justice. However we must acknowledge that demands on policing continue to change, only 23% on average of calls to the police concern crime and the remainder are about welfare issues, with up to half of those calls concerning mental health. This provides us with continuing resource

challenges. The government has to look at how it funds policing, the Policing Minister is currently consulting with organisations and forces to determine how central funding to police forces will be allocated in future years. Here in Northumbria we are unique, we have vast rural areas to police as well as ensuring effective policing in our towns and cities. You have my assurances that I will continue to do all that I can to ensure that Northumbria Police receives a fair funding settlement.

Northumbria Police officers and staff continue to go the extra mile and I would like to place on record my appreciation for all their efforts – without them we would not be one of the best forces in the country when it comes to tackling anti-social behaviour, it's thanks to our staff that over 90% of victims of crime are satisfied with the service that they received. I continue to meet the Chief Constable on a regular basis to understand how the police are tackling the priorities that you set and how any concerns are being addressed. I will continue to support Northumbria Police in all that they do, but when they get it wrong, I will investigate and hold the Chief Constable to account for the actions of his force.

Best wishes

Vera Baird DBE QC  
Police & Crime for Commissioner Northumbria

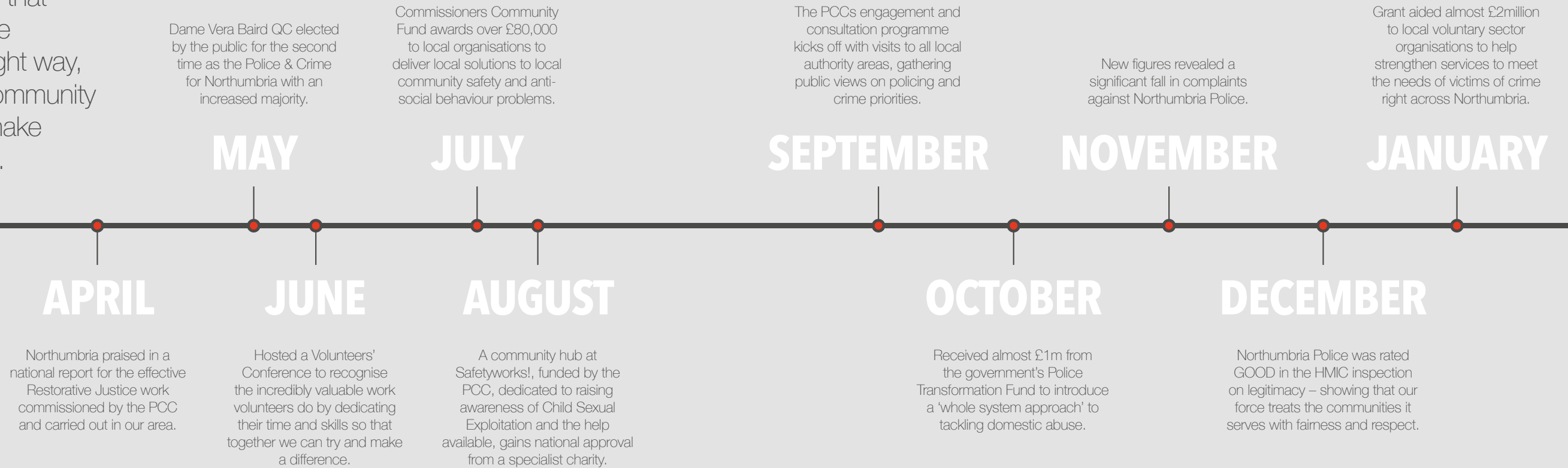
**This annual report will focus on achievements linked to my original Police and Crime Plan 2013-2018.**

# SECTION 1

## Overview of the year

Some of the key highlights and achievements during the 2016-17 year include:

I work diligently through the year to listen to the public and ensure that Northumbria Police responds in the right way, helping to build community confidence and make Northumbria safer.







The role of the PCC is to be the voice of the people and hold the Chief Constable of police to account. PCCs ensure community needs are met as effectively as possible...



## SECTION 2

### Statutory duties and how I work

#### The role of the Police & Crime Commissioner

Police & Crime Commissioners (PCCs) were elected for the second time on the 5th of May 2016 in 40 force areas across England and Wales. Every force area is represented by a PCC, except Greater Manchester and London, where PCC responsibilities lie with the Mayor.

The role of the PCC is to be the voice of the people and hold the Chief Constable to account. They are responsible for the totality of policing and aim to cut crime and deliver an effective and efficient police service within their force area – answerable to the communities they serve.

PCCs ensure community needs are met as effectively as possible, and are improving local relationships through building confidence and trust. They work in partnership across a range of agencies at a local and national level to ensure there is a unified approach to preventing and reducing crime.

Under the terms of the Police Reform and Social Responsibility Act 2011, PCCs must:

- secure an efficient and effective police for their area;
- appoint the Chief Constable, hold them to account for running the force, and if necessary dismiss them;
- set the police and crime objectives for their area through a police and crime plan;
- set the force budget and determine the precept;
- contribute to the national and international policing capabilities set out by the Home Secretary;
- bring together community safety and criminal justice partners, to make sure local priorities are joined up; and
- oversee an effective and efficient criminal justice system.

#### The Police and Crime Panel

The Police and Crime Panel scrutinises how I do my job in a way which is intended to support me to work effectively. The panel is made up of two local councillors, appointed by and from each of our six local authorities and two independent members. The panel meets five times a year in public and you can find out more information about their role and meeting papers by visiting [www.gateshead.gov.uk](http://www.gateshead.gov.uk).



## My scrutiny programme

I fulfil my governance obligations over the police force in many different ways. Some examples of my scrutiny programme include:

- Meeting the Chief Constable every fortnight to discuss important issues such as local priorities, crime levels, budgets, demand, innovation, digitisation and new ways of working.
- Attending the Northumbria Police Senior Management Board every month to assess how the police are delivering the Police and Crime Plan and truly making a difference for the communities in Northumbria.
- Organised but informal conversations with frontline officers; "Talking to the frontline".
- Receiving regular updates on the Northumbria Police Budget.
- Working closely with key police leads to discuss in detail police performance and crime levels, identifying solutions and proposals for future action.
- Regularly scrutinising 'out of court disposals' alongside criminal justice partners.
- Receiving reports from volunteer Independent Custody Visitors who visit people detained in custody suites throughout Northumbria.
- Talking to my volunteers from the Independent Complaints Scrutiny Panel, Court Observers Panel and Rape Scrutiny panel to understand how we can improve services.
- Meeting with the Police Federation, Superintendents Association, Unison and GMB to discuss trade union and staff association issues.
- Attending meetings of my Advisory Panels to hear views and concerns direct from members of our communities across a range of subjects.
- Consulting victims through our Victims Panel, supported by Victims First Northumbria.

## Setting strategic direction

The Police and Crime Plan 2013-18, set by the public, is the driving force behind the work of Northumbria Police. This ensures all policing activity responds directly to the needs of local people. I continue to use the plan as a tool in which to hold the Chief Constable to account on your behalf.

During the year we refreshed the strategic direction for policing and carried out extensive consultation with the public and partner organisations to help shape the direction and policing and crime objectives. The new Police and Crime Plan 2017-21 focuses on tackling domestic and sexual abuse, putting victims first, effective criminal justice system, reducing anti-social behaviour, cutting crime and increasing community confidence.

## Setting the Precept

During the winter of 2015 I consulted with local people about the policing part of the council tax, known as the police 'precept'. 90% of those who responded to the survey supported an increase. I therefore decided in February 2016 to increase the policing part of the council tax for 2016 -17 by £5. This is the maximum Government will allow me to raise it. This added approximately 10 pence per week to a Band D council tax bill, meaning that the precept in Northumbria still remains one of the lowest levels across the country. The increase received unanimous support from the Police and Crime Panel.

## Partnership working

I have continued to support the well-established partnerships that exist across Northumbria and have personally and through members of my office attended and contributed to a wide range of boards, forums and steering groups committed to delivering shared partnership outcomes. These include statutory

partnerships such as the Northumbria Criminal Justice Board and the regional Domestic Violence Strategy Group. I have brought chairs of the local adult and children safeguarding boards together to discuss issues and have worked with Community Safety Partnerships alongside representatives from health. I have also continued to support a wide range of targeted multi-agency initiatives such as multi-agency safeguarding hubs and forums working to tackle business crime and rural crime.

The partnership with mental health colleagues continues to flourish and in support of the Crisis Care Concordat I have ensured that individuals experiencing a mental health crisis are properly and appropriately supported. We now have a well-established protocol with mental health nurses based within custody suites who are able to advise officers and staff on how to provide the best

quality of care for such individuals. In support of this and in line with the Police and Crime Act 2017, young people detained under S.136 of the Mental Health Act will now never be taken into police custody and adults only in the most exceptional of circumstances.

I have greatly developed exciting partnerships with Police & Crime Commissioners from Durham, Cleveland, West Yorkshire, North Yorkshire and Humberside to deliver a whole system approach to tackling domestic abuse, supporting victims and targeting offenders. Sharing objectives, resources and learning on such a wide scale contributes directly to improvements in our area and ensures we are aware of best practice across the country.

**The new Police and Crime Plan 2017-21 focusses on tackling domestic and sexual abuse, putting victims first, effective criminal justice system, reducing anti-social behaviour, cutting crime and increasing community confidence.**







## Grants and commissioning

My grants programme each year has two main strands – the Supporting Victims Fund aimed at strengthening victim services across Northumbria (part funded by the Ministry of Justice) and the Commissioner’s Community Fund, which focuses on local solutions to the policing and community safety concerns in local neighbourhoods.

During the 2016-17 year I was responsible for the allocation of over £2million that helped to strengthen victim services and support a range of community safety projects, all of which supported delivery of the Police and Crime Plan.

I am particularly proud of Victims First Northumbria which provides a one stop shop for victims of crime and in November 2016 was accredited with the national ‘Restorative Services Quality Mark’, meaning that the public should have confidence in the restorative services that VFN provides. We are working collectively with other criminal justice partners to drive up quality and provide a ‘Restorative Northumbria’.

In addition to this work the Commissioner’s Community Fund supported 68 voluntary and community sector projects totalling £82,923. These projects are very much about local solutions to local problems and contribute to the delivery of important priorities in the Police and Crime Plan such as building community confidence. It is important they are community-led as it is the understanding of community needs that makes these projects so successful.

Each year my team works closely with partner organisations and the public to ensure that funding is used to address local needs and issues. Part of the victim services commissioning work includes mapping and understanding needs across the force area.

My office continues to be mindful of the requirement for value for money and transparency. I seek maximum value from grants and consider the potential impact of a project versus costs as part of the assessment process. We meet with the majority of services on a quarterly basis to discuss performance, encourage collaborative working and to share best practice.

Victim services commissioning has transformed the service offered to victims of crime across Northumbria. This second year of commissioning has provided us with opportunities to best meet the cope and recovery needs of victims, to identify opportunities for continuous improvement and to secure value for money. I am committed to continuously learning from our work and providing services that best meet demand. Providers of victim services are now better able to monitor the impact that their service has on a victims’ ability to cope and recover from their experience of crime and this embedding and sharing of good practice in outcome monitoring will be an area of focus for 2017-18.

Please see Annex 1 for an overview of grants awarded during 2016-17.

Government funding for victim services continues to be on an annual basis rather than over a longer period. This makes it difficult to plan services for the longer term and doesn’t allow the sustainability of vital services in an area where stability is desperately needed. I, amongst other PCCs across the country will continue to lobby for this important change.





**My aim is to ensure I am listening to and connecting with as many people as possible across Northumbria.**

## SECTION 3

### Listening to communities

Listening to and understanding the needs and views of local people across Northumbria is my first priority. I do this in a wide range of ways, both formally in setting out the Police and Crime Plan, but also informally on a day to day basis. This includes consultations and surveys, attending public meetings and one-to-one meetings with a wide range of individuals and organisations.

Over the last year I have also worked closely with my Advisory Groups, which I set up in November 2012. My Advisory Groups represent the communities which

are protected by the Equality Act 2010 and cover age, gender, black and minority ethnic people, those committed to religion or belief, the disabled community and lesbian, gay, bisexual and transgender people and there is also a victims group. These groups meet regularly to help shape my thinking about policing and to support me in my scrutiny role.

I have established a Youth Advisory Group with the help of Streetwise North, a local charity which works to support young victims of crime offering friendly confidential advice and support people aged 11-25. The young people who form part of this group help to shape my thinking about policing and carry out peer led research so we can respond to the needs of their age group in Northumbria. It is important that we reach out to include the views of young people in the looked after system and young carers.

Work my advisory groups have been involved in include providing views on online safety for older people, young people's peer research, encouraging a police focus on domestic exploitation and slavery within marriage as part

of their safeguarding and trafficking work, recruitment of LGBT officers, BAMER communities safety following BREXIT, further development of Safe Reporting Centres and the dynamics and impact of restorative justice and providing views on improving communication between the police and victims.

I have developed an annual programme of engagement that sees me and my officers visit a wide range of community and voluntary groups and associations, victim service providers, local charities supporting vulnerable people and many others. My aim is to ensure I am listening to and connecting with as many people as possible across Northumbria.

More than 101,000 people visit the Northumbria PCC website each year and over 7,000 people follow me on my PCC Twitter account. I also have an active Facebook account.

I have spent time listening to local concerns and additionally have responded to over 10,000 contacts, held public forums throughout the year across Northumbria (Gateshead, Newcastle, Berwick, Morpeth,

South Shields, North Tyneside and Sunderland) whilst developing the new Police and Crime Plan.

A considerable number of volunteers support the work of my office and of Northumbria Police, we need more, whilst it is becoming increasingly difficult to recruit and retain volunteers nationwide. We have therefore developed a Volunteers Strategy to promote such opportunities at recruitment events and we will continue to hold our popular annual Volunteer's Conference.

I want to improve opportunities for engaging young people and minority communities in delivering our aspirations and influencing policing and community safety. I will recruit more local people to help me in my scrutiny role and will establish a new public panel to look at the role of criminal justice partners in cases of domestic abuse that are progressing through the court system.





## SECTION 4

### Support for victims and strengthening the criminal justice system

I am passionate about putting victims first, their needs should be at the heart of everything we do within the criminal justice system. My responsibility to provide victim services and to ensure an effective and efficient criminal justice system puts me in a good position to do that.

My role as chair of the Association of Police and Crime Commissioners (APCC) during 2016-17 allowed me to champion victims at the highest level within government and my continuous role as Chair of the APCC Supporting Victims and Reducing Harm Standing Group continues to provide this opportunity. I work on behalf of victims in Northumbria and at a national level should come together to bring about positive change.



**I am passionate about putting victims first, their needs should be at the heart of everything we do with the criminal justice system.**

I continually encourage Victims First Northumbria to go the extra mile. I ensure they are set up to support the diverse range of victims and their different needs. In 2016-17 VFN introduced a new project to support victims of sexual violence as demand for this type of service was high. There are new online methods of accessing support for those who prefer that route to getting help.

My victims work does not stop at providing support, I also work with criminal justice partners to smarten our response to victims needs in the criminal justice process. For example my work to observe rape trials in court which has helped to root out what more can be done by all agencies to ensure victims are properly supported, informed and treated with respect throughout any criminal proceedings. More recently I have been awarded funding from the Home Office to introduce new 'witness advocates' who will support victims of sexual violence in court to ensure their views are heard and rights upheld.

More can always be done and by working across different agencies, with other PCCs and together with the government we can learn from each other, influence decision makers and ensure that victims are truly at the centre of the criminal justice system across the country.





## SECTION 5

### Delivering the Police and Crime Plan

At first the Police and Crime Plan was published in the spring of 2013 and a range of police and crime objectives were identified with many commitments for local change.

This section of the report outlines my key commitments, key achievements and plans for the future under the five Police and Crime Plan priorities, which continue to be the public's key priorities.



# Putting Victims First

Putting victims first is at the heart of everything we do and it is vitally important to secure the right criminal justice outcomes and improve victim satisfaction.

In 2016-17 I have worked to ensure:

- **Victims get the support they need to cope and recover from their experience of crime**

Victims First Northumbria (VFN) our 'one stop shop' ensures victims get a choice of high quality support to meet their individual needs. We are proud that almost 25,000 victims accessed VFN in 2016-17.

- **High levels of satisfaction and confidence with Northumbria Police**

The force is placed first nationally for overall victim satisfaction (90%), and in the top three for all other aspects of service:

- 98% Ease of contact (2nd nationally)
- 91% Time of arrival (not measured nationally)
- 87% Action taken (2nd nationally)
- 84% Follow up (3rd nationally)
- 97% Treatment (1st nationally)
- 90% Whole experience (1st nationally)

- **Victims have confidence to report crime**

We have run high profile campaigns to encourage reporting of under reported crimes such as female genital mutilation, child sexual exploitation, human trafficking and hate crime.

- **Accurate crime recording**

Crime recording at source has been introduced; all officers can create a crime at the scene using their mobile devices. Contact handlers can now record

a crime when they first speak to the victim. These developments will further improve timeliness of crime recording and the service to victims.

- **A victim-centred approach to call handling**

Contact handlers are empowered to make decisions using the THRIVE (threat, harm, risk, investigative opportunities, vulnerability and engagement) model. An assessment of THRIVE conducted has shown that contact handlers correctly identify vulnerability on 97% of occasions, which is essential so that the right resource can be deployed.

- **Appropriate use of resources**

Resolution without deployment (RWD) has been introduced to reduce demand on the frontline and improve services to victims. The RWD team dealt with approximately 7% of incidents, 19% of all recorded crime, and 30% of missing and absent people during 2016/17. This is projected to improve further in 2017/18. The satisfaction level of those callers with an incident or crime managed through RWD is high (89%), with 99% saying they were listened to and things were explained clearly, 94% happy with the actions taken, and 91% who felt that their issue was taken seriously.

- **Funding for the Northumbria 'whole system approach'** to domestic abuse to be developed and then replicated across 6 other police force areas.



We'll continue to make a difference:

- Commission victim services that respond to needs and crime changes in Northumbria.
- Listen to victims to help shape training and improve our service.
- Provide timely information throughout cases to suit the individual needs of victims.
- Provide restorative justice opportunities where appropriate to help repair the harm caused by crime.
- Continue to enhance safeguarding and protection of vulnerable victims to reduce repeat victimisation.
- Continue to deliver streamlined services for victims of crime, so they can get all round help to cope and recover.



# Dealing with Anti-social Behaviour

In 2016-17 I have worked to ensure:

- **Support is provided to the most vulnerable ASB victims**

Ensure that specially trained volunteers provide emotional support for the most vulnerable victims of ASB.

- **Satisfaction levels are high**

86% of ASB victims are satisfied with our overall service.

- 96% satisfied with ease of contact
- 94% satisfied with time of arrival
- 86% satisfied with action taken
- 86% satisfied with follow up
- 97% satisfied with treatment
- 86% satisfied with the whole experience

- **There are local solutions to local problems**

The Commissioners Community Fund targeted those projects that help to reduce ASB, prevent crime and build community confidence, in 2016-17. Supported 68 projects. Many aim to build stronger relationships between local communities and Northumbria Police.

Although recorded ASB has fallen year on year it is still a concern from place to place in Northumbria.

- **Early intervention**

a new ASB scheduling scheme notifies Neighbourhood Policing Teams about ASB. They can use skills and local knowledge and take the pressure from response officers whilst interviewing more timely. At each stage it is being evaluated.

- **Effective partnership working**

Area Commands undertake a significant amount of activity with partners to tackle ASB, despite budget pressures on all service providers. Northumbria Police prioritises repeat victims and they use harm reduction plans for the vulnerable. 98% of such plans were satisfactory.



We'll continue to make a difference:

- We will tailor contact with victims about their case to their individual needs.
- We will provide victims of ASB who feel targeted and all vulnerable victims with a tailor-made support plan.
- We will work with partner organisations to as anti-social behaviour changes.
- Tackle graffiti often seen as a 'signal' crime.



# Domestic and Sexual Abuse

Domestic and sexual abuse both happen behind closed doors – they are hidden crimes. It's vitally important to raise awareness amongst people who might be able to help and to make it easier for victims.

In 2016-17 I have worked to ensure:

- **A co-ordinated response to tackling domestic abuse**

My office and Northumbria Police have worked with partners to share information and learning, upskill officers and tackle perpetrators of domestic abuse.

- **Support for victims of domestic abuse in the workplace**

We recruit and train 'workplace abuse champions' who support work colleagues suffering abuse. Across Northumbria there are 750 workplace champions. This scheme received the 2017 Suzy Lamplugh Trust Safer Workplace Award.

- **Support to victims of domestic abuse at the point of crisis**

Domestic Violence Support and Assistance (DVSA) cars are in place in all local authority areas. Police officers go to 999 calls accompanied by specialist workers so victims get specialist support immediately. Once they are in touch the support workers will continue to help.

- **Protecting those with greatest need**

The new police Safeguarding Department has invested in helping the vulnerable. Its approach is based upon four pillars (Prepare, Prevent, Pursue and Protect). There are Multi Agency Safeguarding Hubs (MASHs) across all six local authority areas. We aim to identify risk early and maximise speedy intervention.

- **We learn from the experience of victims**

We began surveying domestic abuse victims in May 2016. To date 600 surveys have been completed and 94% of victims are happy with the overall service and over 96% would confidently report incidents in the future.

- **Robust prosecution of rape**

The report to conviction rate for rape in Northumbria is down from 12% to 8%, lower than the national average of 9% (2015/16). This will not do. There is an improvement plan and I will drive it forward.

- **Robust prosecutions of domestic abuse**

Despite an increase Northumbria's conviction rate for domestic abuse is below the national average. Greater focus will be provided.

- **Bring to justice networks of men who sexually exploit children and vulnerable adults**

We have investigated major cases of sexual exploitation and connected vulnerable victims to the support they need.



We'll continue to make a difference:

- Earlier identification of child and adult sexual exploitation cases and provision of long-term support for victims to assist their recovery and if possible help them go to court to get justice.
- Police will work with local specialist services better to understand adolescent/adult to parent abuse and will encourage reporting. Multi-agency safeguarding will be provided to those in need.
- We will make sure that isolated or marginalised victims, older ones, in rural areas, those with a disability, from an ethnic minority or with mental health issues still get the best services.
- Police are getting better at tackling cyber stalking and harassment, leading to improved identification and increased prosecutions.
- Police will be pro-active in managing the most dangerous and harmful offenders, ensuring perpetrators engage in behavioural change.
- Introduce a Domestic Abuse Scrutiny Panel, where members of the public check how cases have been managed to maximise improvement.

# Reducing Crime

Northumbria has one of the lowest crime rates in the country, however we continue to seek to reduce it.

In 2016-17 I have worked to ensure:

- **Victims are confident to report crimes and crimes are recorded accurately**

Northumbria is one of 40 (from 43 forces) that has recorded an increase in the 12 months to February 2017; it has the highest increase. However this increase does not indicate a rise in offending; the increases are attributable to increased confidence of victims to report crimes and improvements in crime recording. Data from the Crime Survey for England and Wales (CSEW) indicates a reduction in personal and household crime in Northumbria.

- **A clear focus on tackling burglary**

Dwelling burglary in Northumbria is lower than the national average although it has increased this year. The number of recorded burglary dwelling offences this year is 1% below the level recorded in 2011/12.

- **We are in the best position to tackle and respond to cyber-related crime**

Work is underway to improve the force's capability to tackle cyber-crime and support all areas of digital policing. A strategic lead has been appointed.

- **We learn from the experience of victims and improve policing services**

Northumbria Police surveys all victims of hate crime to understand where we can improve. 90% of hate crime victims are satisfied with the overall service provided – placing the force 1st nationally. We supported the National Hate Crime Awareness Week and held a series of events to raise awareness of what police and partners do to tackle it and the support available for victims.



We'll continue to make a difference:

- Enhance the police response to hate crime by working closely with diverse groups to understand victim needs and build confidence in the affected communities.
- Raise awareness of cybercrime and fraud and enhance our investigation of these cases.
- Tackle exploitation of all types including labour, sexual and benefit exploitation whilst raising public and police awareness of the emerging issue of modern slavery.
- Effective roads policing leading to improved road safety with an additional focus on challenges in rural areas and a commitment to zero tolerance of alcohol, drugs and mobile telephone use at the wheel.
- Work with partners to reduce the harm caused by alcohol and drugs by supporting 'community impact areas' and continuing to ensure a safe night-time economy.



# Community Confidence

In 2016-17 I have worked to ensure:

- **We understand the issues that are important locally**

Residents within the force area are surveyed jointly by the police and local council about community safety issues. Results show that 85% of people think the police do a good job and 90% think the police would be there if needed. The perception of crime and anti-social behaviour in local neighbourhoods has fallen over the last two years and feelings of safety remain high. 97% of people state they feel safe in their local area. The force is placed first, of similar forces, in five of the eight public confidence measures within the Crime Survey for England and Wales, and first nationally for reliability.

- **You can have trust in my role**

I have held the Chief Constable to account on your behalf and where we have done well I have connected with the public, promoting our work through local newsletters, local and national media and social media. I am also not afraid to say when lessons could be learned.

- **Our vibrant night-time economies stay safe**

I have played a key role in the Late Night Levy Partnership helping to keep Newcastle a safe and prosperous place where residents and visitors can enjoy the night time economy. This is a great example of what can be achieved by partnership working. I fund the Safe Haven in Newcastle city centre which helps potentially vulnerable people late at night.

The public in Northumbria are the heart of our force, under my leadership we will continue to ensure that residents have the confidence to report crime, we will always offer support and guidance to help them through what can be a very traumatic time.

I want Northumbria Police to get it right, first time, every time. When we get it wrong we will do everything in our power to put it right. Complaints against the force are not a sign of weakness, they allow me to see where the public think improvements can be made.

I am tasked to ensure the police deliver a responsive service. My Police and Crime Plan clearly outlines how this will be achieved.

- **High levels of visibility in our communities**

58% of residents think the number of times they see officers on foot patrol is about right. The percentage of time neighbourhood officers spend outside a police station in their neighbourhood has increased from 48% to 49%.

- **Policing is effective and meets the needs of all**

A revised Neighbourhood Policing Model has been implemented focused around themes of accessibility, safeguarding, protecting the vulnerable, collaborative problem solving, engagement, targeted crime prevention and visible patrols. Effective engagement with new and emerging communities is underpinned by the recently developed Engagement Strategy.

- **The right response to 'stop and search'**

A number of public engagement and consultation activities have been conducted to raise awareness and measure public confidence in the use of stop and search within the force area, including: telephone and online surveys and face-to-face sessions with young people. The results of over 600 surveys show that 98% thought the power was used about right or not enough, 97% that it is used fairly, and 82% thought it made their neighbourhood safer. BAME engagement is carried out by Community Engagement Teams and the force makes every effort to close the gap between the percentages of BAME and white people who are stopped and search.

- **High ethical standards of policing**

A Complaints Charter continues to be embedded. This has improved the complaints process, reducing the number of appeals against Northumbria police and increasing satisfaction with how a complaint has been managed. My Complaints Triage Team resolve more than 60% of queries within a few days – taking swift action and addressing concerns quickly so they don't escalate.



We'll continue to make a difference:

- Engage with communities to build relationships and to provide safety advice, education and guidance in particular to young people, vulnerable people and marginalised communities.
- Ensure that communities approve of the level of police visibility in their neighbourhood.
- First responders will respond swiftly in a professional manner, assessments of vulnerability will be robust and crimes recorded accurately.
- Ensure high standards of police conduct are maintained with police officers behaving ethically and lawfully.
- Ensure transparent and neutral handling of police complaints.
- Join up emergency services activities where we can deliver savings and improve services.
- Monitor hate crime post BREXIT, ensuring a swift and strong response while promoting diversity and tolerance amongst our communities.
- Consider resource and workforce planning in partnership with other key organisations, based on evidence of likely future demand.
- Continue to deliver good value for public money through effective police governance.



# SECTION 6

## Our resources

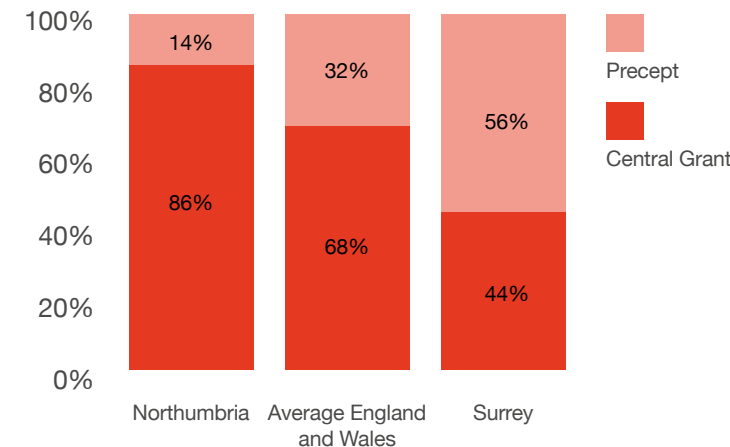
The last six years have seen unprecedented cuts to the core funding provided by the government to police forces in England and Wales.

Over the period 2010/11 to 2015/16 the National Audit Office concluded that central government funding to Police and Crime Commissioners was reduced by £2.3 billion in real terms, with a cut of 26% in grant funding for Northumbria.

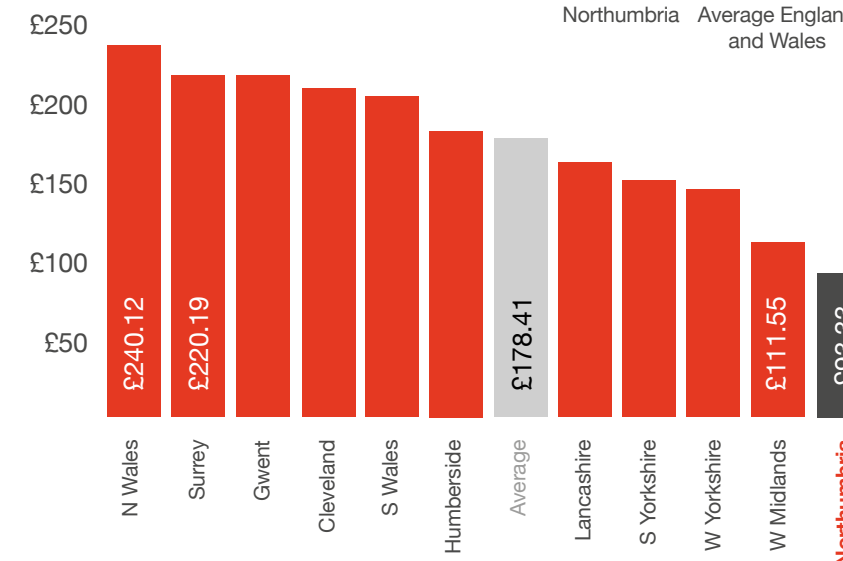
Northumbria has had to make £123.4m of cuts and efficiencies to manage the reductions imposed by government over that period. In addition, my ability to raise additional tax revenue from the precept has been restricted by excessiveness rules.

The forces most affected by funding reductions are those with the biggest percentage of total funding coming from central government. Northumbria experiences the largest impact of cuts to grant funding, because the majority of its total funding (around 86% in 2016/17) comes through central government grant.

In addition, Northumbria has the lowest precept of any PCC in England and Wales, and increases to the precept are limited by the government.



Band D Precept 2016/17



Northumbria were the hardest hit of any force in England and Wales over the last Comprehensive Spending Review (CSR 2010) period with total funding (government grant plus precept) reduced by 23% to 2015/16. In 2016/17 the funding reductions continued, Northumbria lost a further £1.25 million in government grant, with further cuts set to continue over the current CSR period to 2019/20.

From 2016/17 the government has stated that total funding for each force (central government plus precept) will be protected in flat cash terms when compared with 2015/16.

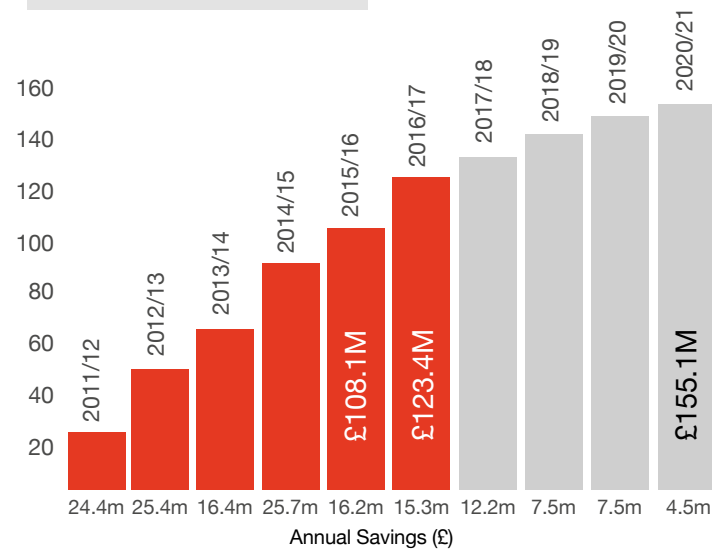
The Home Office has made an assumption that any cut that it makes to grant funding over the CSR period will be offset by an increase in the Council Tax Precept levied on local taxpayers, in order to “maintain overall funding in flat cash terms”.

This however is a real terms reduction as it does not allow for any inflationary increases to staff pay and non-pay expenditure. Both of these are required just to “maintain” existing levels of police resources and services, therefore the requirement to deliver savings is set to continue over the current CSR period.



Northumbria has had to deliver £123.4 million of savings to date to manage the funding reductions imposed by government. Future planned savings are £31.7 million, that's £155.1 million by 2020/21.

**Savings delivered since 2010 and planned future savings**



Reserves have been used alongside those savings delivered in order to mitigate workforce reductions where possible.

Northumbria has a strong history of delivering those savings required. Successful delivery requires myself and the Chief Constable to manage a complex set of resources, demands and priorities whilst reviewing and revising plans to meet changing demand for policing services within the available financial resources.

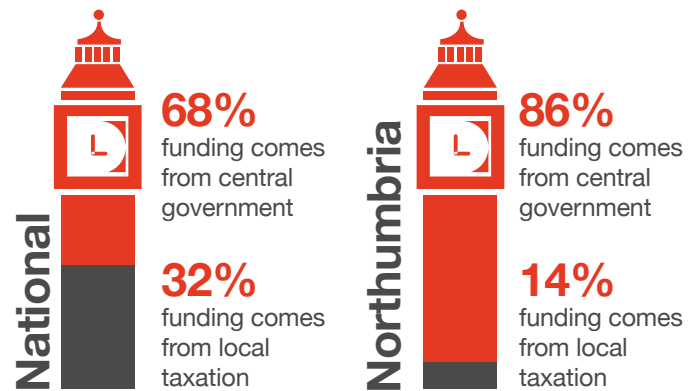
Demand for police services is changing as new types of crime emerge which often require a different approach, in particular closer working with partner agencies such as Fire and Rescue Services, Local Authorities, the National Health Service (NHS) and Ambulance Service.

Detailed below are some examples of how Northumbria Police is changing the way it works:

- THRIVE (threat, harm, risk, investigation, vulnerability and engagement) is a new more rigorous approach to the risk assessment of 999 and 101 calls to ensure the most appropriate police response
- RWD (resolution without deployment) deals with calls for service without the need for deployment of officers.
- A revised approach to safeguarding which reduces the demands placed upon Neighbourhood Policing Teams.

**Grant vs Local funding**

How the proportions vary between police forces.



**CAPITAL EXPENDITURE £10.450 MILLION**

In addition to spending on day-to-day activities, the Commissioner incurs expenditure on fixed assets such as buildings, equipment, technology and communications.

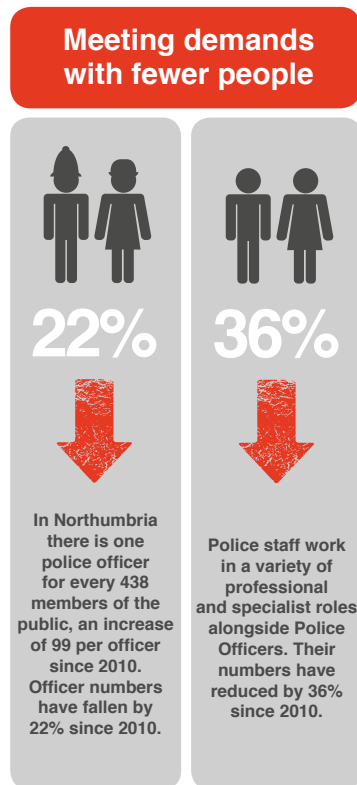
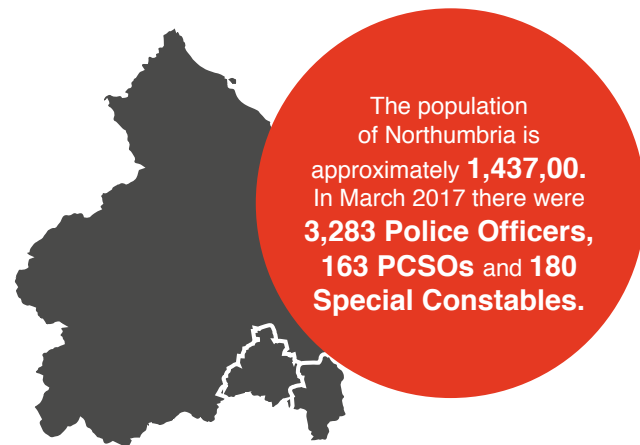
During 2016/17 the programme of closing outdated police stations and replacing them with new neighbourhood offices has continued. Many of these new bases are co-located with partner agencies such as Fire, Local Authorities and community groups, which helps to maximise collaborative opportunities whilst delivering essential savings.

Capital has also been used to invest in new technology and core system replacement. The wide reaching ICT implementation programme extends to 2020 and will deliver both new capabilities and improved ICT support for existing business processes.

CAPITAL EXPENDITURE 2016/17		£000's
Building Works		2,240
Computers and Communications		4,720
Vehicles and Equipment		3,490
<b>TOTAL CAPITAL EXPENDITURE</b>		<b>10,450</b>

CAPITAL FINANCING 2016/17		£000's
Building Works		2,776
Computers and Communications		6,193
Vehicles and Equipment		1,481
<b>TOTAL CAPITAL EXPENDITURE</b>		<b>10,450</b>

Demand for policing is changing as new types of crime emerge and require a different approach to policing often working closely with partners. These include protecting vulnerable people, cyber-crime, victims of domestic violence, anti-social behaviour, vulnerable adults, repeat victims, hate crime, honour based violence, female gender mutilation, child sexual exploitation and other child protection matters. The infographic below shows the demand on the force in a typical day.



Neighbourhood policing remains at the heart of the delivery of policing services to communities within the Northumbria Police area. Work has been undertaken to obtain a clearer understanding of demand for policing services. Analysis of data obtained both locally and nationally including crime and incident data, levels of deprivation, domestic violence and demography has identified areas of predicted demand and has informed a more accurate allocation of resources across a revised Neighbourhood Policing Team (NPT) model. This approach to local policing will balance the response to emergencies with policing activity to prevent crime before it happens and reduce re-offending.

Effective partnership working, information sharing, integrated problem solving and the co-commissioning of services being delivered through the co-location of specialist resources in the form of Multi-Agency Safeguarding Hubs (MASH) is also part of the strategy. The Hubs will coordinate all response and activity around the identification, assessment and management of vulnerable victims. This approach will also see the coordination of intervention opportunities around troubled families, integrated offender management and missing and absent reports. This will ensure single outcomes and a more consistent and effective service for the most vulnerable within our communities.

Underpinning this is the comprehensive workforce strategy that includes recruitment, training and development of officers and police staff whilst continuing to manage necessary change through the prudent use of reserves.



# Our 2016/17 budget

CORE FUNDING	£000's
Central Government Grants	225,666
Council Tax Precept	35,482
Reserves	3,371
<b>TOTAL CORE FUNDING</b>	<b>264,519</b>

EXPENDITURE	£000's
Office of the Police and Crime Commissioner	1,240
OPCC Volunteers	5
Commissioners Fund	248
Capital Financing	7,609
Innovation Fund	3,836
Transformation Fund	814
Victim Services / Other Specific Funds	1,881
<b>OPCC Gross Expenditure</b>	<b>15,633</b>
<b>Policing Services under the Chief Constable</b>	<b>271,598</b>
<b>Total Gross Expenditure</b>	<b>287,231</b>
Generated Income and Specific Grants	22,712
<b>TOTAL NET EXPENDITURE (Actual spend)</b>	<b>264,519</b>



## WORKFORCE



## Policing Services Expenditure under the Chief Constable

EXPENDITURE	£000's
Employee Pay and Pensions	231,501
Contributions and Subscriptions	1,418
Corporate Communications	142
Crime	6,351
Prosecution Support	1,978
Safeguarding	277
Estates	8,444
Fleet	3,281
Human Resources	276
ICT	8,375
Legal Services	578
Occupational Health Unit	775
Procurement	1,874
Supplies & Services	4,356
Training	763
Volunteers	102
Insurance	1,092
Other	15
<b>Total Gross Expenditure</b>	<b>271,510</b>

# SECTION 7

## Assurance

Assurance has been carried out through the year at a number of different levels: Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) carried out external level inspections, my office and internal auditors (Mazar's) carried out a complementary programme of assurance (at a level independent from the force), and Northumbria Police has a rolling programme of internal assurance activity.

### Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services

HMICFRS carried out its core inspections of Northumbria Police's effectiveness, efficiency and legitimacy. Essentially this means HMICFRS evaluated how well the force operates, how well it manages its finances, and how fairly it operates.

The inspection results were positive overall, with improvement required in relation to how the force plans for demand in the future, how effective the force is at investigating crime and reducing re-offending, how well the force ensures that its workforce behaves ethically and lawfully, and crime data integrity. The results are published below. Full details of the inspection reports are available on the HMICFRS website and my response to the inspections are published on the OPCC website.

All areas where inadequacies have been identified now have improvement plans in place. These are monitored closely and regularly through our scrutiny processes, helping to support the further improvement of Northumbria Police.

Inspection	Question	Grading
<b>PEEL: Police efficiency 2016– overall rating</b> <b>How efficient is the force at keeping people safe and reducing crime?</b>		<b>Good</b>
Efficiency	How well does the force understand its current and likely future demand?	Good
	How well does the force use its resources to manage current demand?	Good
	How well is the force planning for demand in the future?	Requires improvement

<b>PEEL: Police effectiveness 2016 - overall rating</b> <b>How effective is the force at keeping people safe and reducing crime?</b>		<b>Good</b>
Effectiveness	How effective is the force at preventing crime, tackling anti-social behaviour and keeping people safe?	Good
	How effective is the force at investigating crime and reducing re-offending?	Requires improvement
	How effective is the force at protecting those who are vulnerable from harm, and supporting victims?	Good
	How effective is the force at tackling serious and organised crime?	Good

<b>PEEL: Police legitimacy 2016 - overall rating</b> <b>How legitimate is the force at keeping people safe and reducing crime?</b>		<b>Good</b>
Legitimacy	To what extent does the force treat all of the people it serves with fairness and respect?	Good
	How well does the force ensure that its workforce behaves ethically and lawfully?	Requires improvement
	To what extent does the force treat its workforce with fairness and respect?	Good

<b>Crime Data Integrity 2016 - overall rating</b>		<b>Requires improvement</b>
Crime Data Integrity	How effective is the force at recording reported crime?	Requires improvement
	How efficiently do the systems and processes in the force support accurate crime-recording?	Inadequate
	How well does the force demonstrate the leadership and culture necessary to meet the national standards for crime-recording?	Good



## Our local assurance work

The assurance work carried out by my office has included:

- Arranging an independent panel to scrutinise complaints;
- Establishing a panel to scrutinise out of court disposals (with members from criminal justice agencies, magistrates, people from organisations providing victim support and an independent member);
- Convening an independent panel to observe rape trials at Newcastle Crown Court, identifying themes for improvement right across the criminal justice system;
- Establishing a panel of service experts to review police case files in case of rape;
- Operation of a custody visiting scheme;
- Joint business meetings between the PCC and Chief Constable

A key factor in generating improvement will be supporting the force's transformation programme, investing in technology to ensure that officers are mobile, visible, responsive and accessible, and maximising opportunities through collaborations.

## Joint Independent Audit Committee

The Joint Independent Audit Committee (JIAC) works very closely with me to audit the work of my office and Northumbria Police. On a regular basis they meet and consider how we identify and manage strategic risks, manage the budget and accounts and operate within our governance frameworks. This added oversight and assurance of my work and that of the Chief Constable helps us drive forward further improvements.

## A message from the Chair of the JIAC can be found below:

"The Joint Independent Audit Committee (JIAC) monitors, reviews, comments and makes recommendations to both the Police and Crime Commissioner and Chief Constable on a range of financial and governance matters as detailed in their terms of reference which have been reviewed to ensure they meet current requirements.

The Committee meets four times in each financial year and we are fully engaged in the strategic processes for risk, control and governance. We have also had close involvement in agreeing the Annual Internal and External Audit Plans, the Statements of Accounts and in the compilation of the Annual Governance Statement; as well as in reviewing specific matters that arise from time to time.

2016/17 has been the fourth year of operation of the JIAC and based upon our work and the findings of internal and external audit during the year, we are content that corporate governance arrangements are generally sound and effective.

We have continued our involvement in the monitoring of the Commissioner's Treasury Management arrangements and Medium Term Financial Strategy (MTFS), which we are content has been delivered effectively.

We will continue to scrutinise delivery of the MTFS taking into consideration the financial constraints under which the Chief Constable and Police and Crime Commissioner are required to manage their budgets.

The Committee continues to actively monitor the shared strategic risk register, which we agree is the most appropriate way to effectively apportion and manage the level of risk and responsibility between the Police and Crime Commissioner and the Chief Constable. In addition, we are pleased to report that the internal audit findings this year have been generally satisfactory and where issues have been identified we are content that

the right level of senior attention has been given promptly to addressing the internal audit recommendations. The Committee follow up audit findings and we are pleased to report that the necessary improvement and preparatory work has been done in all cases. These major areas of business reflect the scope and nature of the work of the Committee.

We are confident that the Committee has people with the right mix of skills and experience and that it operates in an effective manner in support of the Police and Crime Commissioner, Chief Constable and their respective senior leadership teams".

*John Cooke* MBE – Chair of the Panel

## Effective collaborations

The government has made clear that there is not enough cross region, regional and sub-regional collaboration amongst police forces to maximise efficiency and effectiveness. In Northumbria we are ambitious to do more but already have a strong track record of improving services through collaborative work.

There is the North East Regional Special Operations Unit (NERSOU) in which we work with Durham and Cleveland forces. NERSOU focuses on the identification and disruption of organised crime and makes significant arrests, and drug seizures. Additionally with our two nearest neighbours, we developed a regional strategy to tackle Violence Against Women and Girls (VAWG), which will be refreshed this year. We have secured funding through the Police Transformation Fund to deliver a whole system approach, specifically to domestic abuse, across six of the seven north east police forces.

The North East Transformation, Innovation and Collaboration (NETIC) is a collaboration to design and deliver specialist capabilities across all seven of our regional forces.

We collaborate well with the other 'blue light services', especially closely with the fire and rescue service. We have established one strategic oversight group with both Tyne and Wear and Northumberland Fire and Rescue and developed an action plan to drive forward joint work. Some of the key themes are sharing information; tackling prevention, response and demand, estate integration and public engagement and accountability. We also work with the North East Ambulance Service on the Safe Haven in the night time economy and are building up contacts with other health service providers.

Looking forward, I want to ensure benefits are realised from change programmes as anticipated savings are necessary for my plan to invest in areas of growing demand and where additional support is required to protect and support vulnerable victims.



## Improving Legitimacy through Openness, Transparency and Accountability

Public confidence in Northumbria Police has remained high since I first took office (currently 90% of people report they have confidence in the force).

Since January 2016, misconduct hearings for police officers have generally been held in public (unless there have been exceptional circumstances) and chaired by a legally qualified chair. LQCs have replaced senior police officers who previously chaired Misconduct Panel Hearings. This process change followed the Home Office giving PCCs the power to recruit chairs locally as part of a wider government aim to improve public confidence in the police complaints and discipline system by making it more independent and transparent. We now have a pool of legally qualified chairs that can support us in this area of business and helps bring openness to what can be a very subjective and important process.

Northumbria Police will build confidence by doing the right thing at the right time, and this includes acknowledging and learning from what has not gone well. Under the strong leadership of the Chief Constable I am confident that there will be marked and demonstrable improvements in crime and incident recording standards and in officer behaviour. I will ensure there is PCC scrutiny of this in order to hold the Chief Constable to account.

Looking forward, I want to continue to strengthen our approach to the complaints process following the new Police and Crime Bill, and to increase scrutiny of Stop and Search and criminal justice partners approach to prosecuting cases of domestic abuse.







**Delivery of the new Police and Crime Plan will be our main focus with an enhanced emphasis on delivering an effective criminal justice system.**



## SECTION 8

Looking ahead  
to 2017-18

The government is keen to bring 'blue light' services together. Over the next few months you will read how some Police & Crime Commissioners wish to take on the governance of the fire service.

Here in our region, I have decided not to do this – the requirements of the police and fire service are very different and the need for separate accountability is important. We can however work together to bring about savings through collaboration. I was one of the first PCCs to create a collaboration board between Police and the local Fire Services. Our objective is to look for commonality and see where savings can be made whilst maintaining our unique identity.

The Chief Constable and I will continue to look at the needs of the police service to ensure we meet and

exceed the expectations of local residents, we will continue to invest in technology that allows more time to be spent "on the beat" and continue to collaborate on shared services, such as the forensic services we share with Durham.

Delivery of the new Police and Crime Plan will be our main focus with an enhanced emphasis on delivering an effective criminal justice system. You can read the new plan by visiting my website [www.northumbria-pcc.gov.uk](http://www.northumbria-pcc.gov.uk)

Our criminal justice system is being placed under increasing pressure with growing demand and ever tighter budgets. Criminal justice agencies are not accountable to me in my role as PCC, and I have little leverage to drive change. However, I am committed to working closely with the local courts, judges, probation services, youth offending teams, prisons and the Crown Prosecution Service and putting victims at the heart of the process. We set up a Court Observers Panel to see how those agencies work together and how they work for victims in rape trials, which are especially difficult cases. The results have been passed on to the agencies

involved and may well help to improve local justice. This scrutiny work is continuing currently, with a new focus on specialist domestic violence courts.

Thank you for your continued support, together we will ensure that Northumbria Police delivers on what matters to you, and that when you need police officers – they are there when you need them most.





**I would always encourage you to get in contact with us if you want to find out more about the work we do.**

## SECTION 9

### Key contacts

I have a small team that supports me in my work and I would always encourage you to get in contact with us if you want to find out more about the work we do, tell us what's important to you, deliver a compliment or make a complaint.

#### You can contact us by:

**Email** enquiries@northumbria-pcc.gov.uk

**Phone** 0191 221 9800

**Letter** Police and Crime Commissioner for Northumbria,  
Victory House,  
Balliol Business Park,  
Benton Lane,  
Newcastle upon Tyne,  
Tyne and Wear  
NE12 8EW

You can learn about my work by visiting my website: [www.northumbria-pcc.gov.uk](http://www.northumbria-pcc.gov.uk)

You can follow me on Twitter: [www.twitter.com/northumbriapcc](https://www.twitter.com/northumbriapcc)

You can like my Facebook page: [www.facebook.com/Vera.Baird.QC](https://www.facebook.com/Vera.Baird.QC)

# ANNEX 1

## GRANTS AND AWARDS 2016-17



### Supporting Victims Fund

#### Domestic Violence and Sexual Abuse

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Barnardo's – Circles 2</b>	The funding to build on their existing evidence based interventions, which support women of domestic and sexual abuse, which helps them and their children to cope and recover. Interventions include; <ul style="list-style-type: none"> <li>• Personal counselling</li> <li>• Fulfilling Lives; a personal coaching programme</li> <li>• Cultural and community based learning activities</li> </ul>	£37,000	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> </ul>
<b>Rape Crisis</b>	Provision of a Practical and Emotional Support Co-ordinator and a part time Practical and Emotional Support Worker to provide practical and emotional support and counselling within the main base at Newcastle and various outreach venues.	£73,925	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> </ul>
<b>Community Counselling Cooperative Ltd</b>	Emotional and psychological support to male victims of domestic abuse in the form of one to one counselling and a support group; as well as provide advice and guidance, where appropriate, and sign post victims to other existing services when needed.	£11,290.25	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> </ul>
<b>The Angelou Centre</b>	Funding to further develop, innovate and expand across Northumbria the current Building Positive Lives holistic domestic and sexual abuse and violence provision for the most vulnerable Black, Asian, Minority Ethnic and Refugee (BAMER) women and children.	£79,136	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> </ul>
<b>Riverside Community Health Project</b>	Delivering a recovery programme to Czech and Roma women and children who have been victims of domestic violence and abuse. The programme helps women and their children to overcome the harmful impact of DVA, facilitate their recovery from their experiences and strengthen their mother- child relationship. This includes a recovery programme for women and children whose first language are European Languages.	£7,935	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> </ul>
<b>Safe Newcastle</b>	Roll out of 'Operation Encompass'. Working in partnership with schools in Newcastle to implement Operation Encompass. This will include training key adults in each of the schools to offer timely, practical and emotional support to safeguard children and young people.	£16,000	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> </ul>



Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>West End Schools' Trust</b>	A programme of self-esteem building and empowerment for women, using Positive Behavioural Psychology and Mindfulness. A school based approach to identifying	£24,129	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Northumberland Domestic Abuse Service</b>	Provision of specialist, high quality practical and emotional support to all victims of domestic abuse in Northumberland to cope with and recover from abuse. Support is provided to women, men and children and have a specialist Stalking and Harassment Domestic Abuse Practitioner. They also aim to provide group support and specialist training including the Freedom Programme to break the cycle of abuse.	£60,000	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Cygnus Support</b>	Counselling and psychotherapy service to women and men in Northumberland who have/ are experiencing Domestic/ Sexual Abuse.	£31,969.52	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Womens Health in South Tyneside</b>	Provision of support to women who live with domestic violence including physical, emotional and sexual abuse. WHiST offer a group work programme and Listening Ear service to women in crisis. The service runs a Understanding Relationships course looking at childhood 'conditions of worth' and supports women to develop the ability to create and maintain healthy relationships.	£19,288	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Apna Ghar</b>	Funding to further develop their work with the younger minority ethnic women; to empower, inform and signpost to agencies that can support them through crisis or difficult situations. The service continue to raise awareness of sensitive cultural issues such as grooming, sexual exploitation, Honour Based Violence, forced marriage and radicalisation.	£10,000	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Acorns</b>	Counselling and play therapy sessions offered to children and young people in North Tyneside to increase their understanding of health relationships, helps them heal from the negative impact of DV and reduces their feeling of isolation.	£20,000	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> </ul>
<b>North Tyneside Council</b>	Working in partnership with schools in North Tyneside to implement Operation Encompass. This will include training key adults in each of the schools to offer timely, practical and emotional support to safeguard children and young people.	£2,000	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> </ul>

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Sunderland City Council</b>	Working in partnership with schools in Sunderland to implement Operation Encompass. This will include training key adults in each of the schools to offer timely, practical and emotional support to safeguard children and young people.	£2,507	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> </ul>
<b>Bright Futures</b>	Meeting a significant gap in provision for young women by carrying out assertive outreach detached youth work in areas identified as areas where young people are vulnerable and at risk of exploitation. They will continue to use detached youth work to engage and interact with young people on the streets and offer one to one support / group work.	£9,736	<ul style="list-style-type: none"> <li>Reducing ASB</li> <li>Putting Victims First</li> <li>Community Confidence</li> </ul>
<b>Safe Newcastle</b>	Further development of the existing Champions Network to provide professional development to the existing Champions in all areas across Northumbria, including the private sector. They have an aim of increasing the number of male champions.	£5,000	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> </ul>
<b>Advocacy After Fatal Domestic Abuse</b>	AAFDA will fund caseworkers to support families across Northumbria following domestic homicide. They will also provide advice and inform commissioners and practitioners on new and best practice and latest statutory guidance. Finally funding will aid to continue the work to improve responses to domestic abuse, the quality of DHRs and influence the Home Office and other national and regional bodies as regards best practice.	£5,000	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Little Big Butterfly CIC</b>	Work with a group of girls and women from the Blyth and Ashington areas to make a film about their experiences of domestic abuse and relationships. The group provides the girls with a weekly group to attend to explore their experiences and turn that into a film that will be used as an educational resource throughout Northumbria.	£5,000	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>
<b>Domestic Violence Court DVD</b>	Awareness DVD which takes rape victims through the court process and identifies key individuals they will encounter along the way and their roles to increase successful prosecutions.	£2,452.91	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Putting Victims First</li> </ul>

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Domestic Violence Support and Advice (DVSA) CAR PROJECTS:</b>			
<b>Victim Support/ Hope Consortium</b>	Newcastle and Sunderland delivering a team of experienced DVSA workers to work weekend night shifts alongside police officers to support DV victims at the scene of the incident/ crime and provide victims with immediate support and ongoing specialist support where required (including emergency referral into refuges).  Funding to test the demand and provision of the DVSA car scheme in all local authority areas - strengthening support at the point of crisis and beyond.	£68,739.40	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> <li>• Community Confidence</li> </ul>
<b>Wearside Women in Need</b>		£53,526	
<b>Northumberland Domestic Abuse Services</b>		£10,130	
<b>Impact Family Services</b>		£11,878	
<b>Harbour</b>		£12,170	
<b>Victim Support Gateshead</b>	£7,216		

### Young People Under 18

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Children North East</b>	Specialist emotional wellbeing support to young people aged 11 to 18 years old who are vulnerable and at risk or who have been victims of crime across Northumbria. There will be a particular focus on engaging young people who have been victims of domestic and sexual violence. Support will include; <ul style="list-style-type: none"> <li>• One to one specialist counselling</li> <li>• Specialist coordinated peer group work</li> <li>• Targeted family support work</li> </ul>	£54,103	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> <li>• Reducing ASB</li> </ul>
<b>Someone Cares</b>	Someone Cares will continue to offer and extend their school based counselling service Safer Futures. The service allows young people to access therapeutic support with minimum impact on their education. Counselling will be provided across Northumbria to young people who are at risk of, or whose lives have been affected by crime (with a focus on sexual abuse, rape and sexual violence), bullying, children of domestic abuse victims and vulnerable young people.	£44,282	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Reducing ASB</li> <li>• Putting Victims First</li> <li>• Cutting Crime</li> </ul>
<b>Streetwise Young Peoples Project</b>	Build capacity and maximise the potential of Streetwise to work with young people who are/ have been subject to child abuse/ exploitation/ domestic violence and/ or physical assault. The funds will help employ a new part time digital advice worker and extend the work of the existing 'Be Safe-Be Streetwise' outreach youth worker so that the service can expand to Gateshead and Northumberland. The new digital advice worker will provide; one to one digital advice drop ins and outreach sessions.	£34,145	<ul style="list-style-type: none"> <li>• Putting Victims First</li> <li>• Domestic Violence and Sexual Abuse</li> <li>• Reducing ASB</li> </ul>
<b>West End Women and Girls</b>	West End Women and Girls will deliver group and one to one practical and emotional support to victims in Newcastle. The Teenage Safe for life course aims to give young women a clear understanding of relationships so that they stay safe. The course covers domestic violence/ abuse, coercive control, self-esteem, assertiveness, safety planning and sexism. The DV Peer Educators also spend time will be spent delivering preventative DV workshops in schools, colleges and youth work settings to promote the DV champions network.	£49,780	<ul style="list-style-type: none"> <li>• Domestic Violence and Sexual Abuse</li> <li>• Putting Victims First</li> <li>• Community Confidence</li> </ul>



## Hate Crime

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>North Tyneside Disability Forum</b>	Funding to progress their existing work with repeat young disabled and mentally fragile victims of hate crime, sexual abuse, emotional abuse, and domestic violence through the employment of a personal development support worker, who will deliver emotional support to the young people.	£10,000	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> </ul>
<b>Trinity Youth Association</b>	Through the additional funding Trinity Youth Association will extend the reach of their LGBT Youth Peer Support Service. They are piloting a programme which provides LGBT+ young people who have been a victim of hate crime or bullying in school with a mentor who provides emotional support.	£1,968	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> </ul>
<b>LD: North East</b>	LD: North East have recruited a part time post to work with people with learning disabilities, carers and the local police to raise awareness across the North Tyneside area, deliver workshops to people with learning disabilities, support individual victims to report incidents, provide emotional support and to support police work to develop their own skills as well as trust.	£14,168	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> </ul>
<b>International Community Organisation of Sunderland</b>	Tailored support for victims of crime, with a focus on hate crime and victims of domestic violence within the Eastern European community. They will encourage more victims of both types of crime to come forward and create a support network of volunteers offering peer and community level support.	£10,146.60	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> </ul>
<b>Back on Track North East CIC</b>	Offering support to LGBT victims of crime across Northumbria and LGBT victims with mental health needs / at risk of abuse the Back on Track service which is tailored to meet the victims individual's needs, consisting of person centred information, sign posting, advocacy and counselling.	£9,420	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Community Confidence</li> </ul>
<b>Regional Refugee Forum North East</b>	Build collaborative relationships between Refugee-led Community Groups in the area and the Police, the Crown Prosecution Service, VFN and other local 3rd party reporting centres to maximise each organisations role in securing equal outcomes for victims of Hate Crime. Providing emotional support to victims as well as practical support.	£14,113	<ul style="list-style-type: none"> <li>Community Confidence</li> </ul>

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Newcastle United Foundation</b>	The funding will develop the highly successful Football For All project which they have been delivering over the last 2 years. The project offers a 6 week Personal, Social, Health and Economic (PSHE) education course in Primary and Secondary schools focusing on discrimination and hate crime followed by a 1 hour PE session to reinforce the learning. They also offer 50 Family Football workshops focusing on the effects of discrimination.	£26,497	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> <li>Reducing ASB</li> </ul>
<b>Show Racism the Red Card</b>	Sponsorship of 4 different sporting team posters in the North East, distributed to all Show Racism the Red Card school workshops throughout the region and at educational events. Development of an anti-racism and hate crime practitioners conference and an Intensive Anti-Racism Programme for Young People.	£16,000	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Cutting Crime</li> </ul>
<b>LAGLA North East</b>	First of its kind event to bring the police and legal professionals together and explore the issues of LGBT+ domestic violence.	£200	<ul style="list-style-type: none"> <li>Domestic Violence and Sexual Abuse</li> <li>Community Confidence</li> </ul>

## Mental Health and other vulnerabilities

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Tyneside and Northumberland MIND</b>	Specialist support to victims and witnesses of crime in the Northumbria area who have mental health problems and support them in their recovery from the point of crime and where necessary throughout their involvement in the criminal justice system. Tyneside and Northumberland MIND will also deliver a bespoke training programme to help workers and individuals identify victims who may be suffering or at risk of developing mental health problems.	£76,653.29	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Community Confidence</li> </ul>
<b>Newcastle Society for Blind People</b>	The funding enables NSBP to continue their vital support to vulnerable people who have experienced crime and to help deliver safeguarding adult training and raise awareness of abuse through events, their website, and the quarterly newsletters.	£5,693	<ul style="list-style-type: none"> <li>Community Confidence</li> <li>Putting Victims First</li> </ul>
<b>Newcastle Law Centre</b>	Newcastle Law Centre will continue to build on their previous work with Victims First by offering a specialist legal advice service to address the legal issues in civil and family law that may have contributed to their vulnerability to becoming a victim of crime. In addition, they will also offer outreach sessions in organisations and community settings across Tyne and Wear and Northumberland to maximise victim engagement.	£42,850	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Cutting Crime</li> </ul>
<b>Forward Assist</b>	Funded to carry out a short 'peer led' research project to scope the number of women military veterans currently involved in the Criminal Justice System throughout the Northumbria PCC area.	£2,500	<ul style="list-style-type: none"> <li>Putting Victims First</li> </ul>
<b>Safe Haven Ambulance</b>	Funding for a Safe Haven which helps people who become vulnerable whilst enjoying the night-time economy – whether they need medical attention, wish to report a crime, or need advice – the team can assist. The van is in place every Friday and Saturday night and is a partnership between the Office of the Police and Crime Commissioner, Northumbria Police, Street Pastors, St Johns Ambulance and North East Ambulance Service.	£60,000	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Community Confidence</li> </ul>

## Other Grants and Awards

Name of Group	How the funding will be used	Grant Amount	Police and Crime Plan Priorities
<b>Victims First Northumbria</b>	VFN support some of the most vulnerable and intimidated victims and their families to cope and recover from their experience of crime. Victims are provided with a Victim Care Coordinator who works to complete a bespoke cope and recovery plan based on individual need. VFN work alongside Northumbria Police to assess and support the needs of all victims based on the 8 categories of need including the facilitation of Restorative Justice. In addition, VFN will also extend the same level of practical and emotional support to those victims who do not wish to report the crime to the police. VFN connect victims to specialist services, many who are included in this report.	£726,850	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Cutting Crime</li> <li>Domestic Violence and Sexual Abuse</li> <li>Reducing ASB</li> </ul>
<b>ASB Volunteer Network</b>	Each local area authority continues the Anti- Social Behaviour Volunteer Network to support victims of anti-social behaviour to cope and recover following an incident or sustained attacks.	£30,000	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Cutting Crime</li> <li>Community Confidence</li> </ul>
<b>Streetwise NE</b>	Development of a Young People's Advisory Group to shape the views of the PCC and inform policing priorities and practice.	£10,000	<ul style="list-style-type: none"> <li>Community Confidence</li> </ul>
<b>Community Foundation Tyne and Wear and Northumberland - Open Clasp</b>	A women's only theatre company based in Newcastle, to deliver five workshops with female prisoners.	£500	<ul style="list-style-type: none"> <li>Cutting Crime</li> </ul>
<b>Sunderland University</b>	Development of an accreditation scheme to help signpost students to venues within the City (Bars, Restaurants, Venues, Cafes, Public places etc) which have been vetted and approved by the Students' Union and Northumbria Police as being safe, friendly, inclusive and accessible for all students.	£2,000	<ul style="list-style-type: none"> <li>Putting Victims First</li> <li>Cutting Crime</li> <li>Community Confidence</li> </ul>
<b>Commissioners Community Fund</b>	A variety of organisations who provide support to their communities were funded by Dame Vera Baird QC for activities and projects which support key priorities set out in the Commissioners Police and Crime Plan which are; <ul style="list-style-type: none"> <li>Reducing Anti-Social Behaviour</li> <li>Promoting Crime Prevention</li> <li>Building Community Confidence</li> </ul>	£83,923	<ul style="list-style-type: none"> <li>Reducing ASB</li> <li>Community Confidence</li> </ul>





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