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Protecting and **serving** the people of Kent

Key goals

- To lead a visible, accessible locally engaged & transparent Force
- To lead an engaged, committed, professional, well-skilled & empowered workforce who will deliver successfully through change.
- To deliver a first class service where victims and witnesses are at the heart of everything we do.



How will this be delivered?



- Local Policing at the centre of the model
- Equal priority to:
 - Operational demand
 - Visible local policing
 - Local reassurance
- Reduce demand
- Better use of technology
- Collaboration
- Relentless focus on crime and criminals

Key principles



- Victims and witnesses at the heart of everything we do
- Provide a quality service
- Visible and engaged leadership at every level
- Never retreat to a reactive policing model
- Work with partners to lead a Force that is locally embedded and understands the needs of our communities
- Staff are the best skilled, equipped, supported and therefore motivated to deliver a quality service

Culture



"To continue the development of a culture in Kent Police which is consistent with the shared Mission, Vision, Values and Priorities of the Chief and PCC. Where there is a relentless focus on quality service in putting victims and witnesses first. Where officers and staff are confident to do the right thing in putting quality of service at the heart of all they do."

Resulting in recent HMIC inspection results

- **Value for Money and overall service delivery inspections - comments from inspectors:–**
- The leadership of Kent Police has worked tirelessly to transform the force culture, management and procedures, which determine the integrity of crime data recording". (*HMIC crime Data Integrity report on 09/10/2014*).
- "It is to the credit of the entire force that this significant change has been accomplished in a short period of time and has been strongly embedded across all areas" (*HMIC Crime Data Integrity Inspection report on 09/10/2014*).
- *HMIC found no evidence to suggest any remaining pressure to meet numerical performance targets, and staff have universally welcomed the vision of the new chief constable to focus on victims and better service provision. (As above).*
- The strong [integrity] messages continue to create a good climate of ethical behaviour which is clearly understood by staff and gives them the confidence to challenge."(*HMIC Integrity & Corruption Inspection Debrief on 18/07/14*
- "Officers stated they felt increasingly empowered to use their discretion" (*HMIC Valuing the Police 4 Inspection Debrief on 20/05/14*)



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Community Safety Units - Vision

Core objectives

- To develop strategies & implement tactics with partners which will positively impact on confidence etc.
- To deliver enhanced community safety in partnership with our statutory partners & community members
- To reduce the repeat victimisation of individuals & locations

CSU's – How?

CSU's work with our partners to reduce crime and anti-social behaviour (ASB) and make communities safer by:

- Managing ASB, including repeat and vulnerable victims
- Managing families linked to ASB or volume crime
- Working with borough councils and town planning architects to create safer environments and manage licensed premises
- Engaging with children and young persons through Schools and Safer Schools Partnerships

Moving Forward

- Comprehensive Spending Review
- 1,143 Establishment Reduction
- New Policing Model
- Demand Reduction
- Partnership Integration
- Information Technology
- HMIC Inspections