

**DORSET**  
POLICE & CRIME  
COMMISSIONER  
DAVID SIDWICK

# DORSET POLICE & CRIME PLAN 2021/29



MAKE **DORSET** THE SAFEST COUNTY





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# FOREWORD

## FROM THE POLICE AND CRIME COMMISSIONER

FOR THE PAST THREE YEARS, I HAVE DEDICATED MYSELF TO REPRESENTING THE PEOPLE OF DORSET AND BEING YOUR VOICE IN POLICING.



Following my first productive term as Dorset's Police and Crime Commissioner, I am delighted to have been re-elected to continue the significant progress we have made with my eight-year Police and Crime Plan.

This progress has seen Dorset stay in the top ten safest places in the country to live and work. For a small Force such as ours, with the specific challenges that issues such as seasonality and sparsity present, this is an impressive achievement and testament to the hard work and dedication of officers, staff, and volunteers. We have reduced anti-social behaviour across the county by 14% over the past year, shut down numerous county lines and started to address the street drug dealing which brings harm to communities. We have launched a Rural Mounted Volunteers scheme and launched the latest round of my Operation Relentless Community Fund to empower communities to help address incidents of anti-social behaviour where they live. These are just some of the ways we are already meeting the aims set out in my Police and Crime Plan, and now we're ready to get on and ensure the next four years are as, if not more, successful.

Much of the past three years has been focused on building those important in-roads for change. Long-term improvements are never easy to

achieve, but I am determined that as a result of the foundations we have laid, the next stage of this eight-year plan will see Dorset become the safest place in the country. I wanted a bold and ambitious Police and Crime Plan to reflect the vision I had for Dorset. Only a two-term plan, which would allow me to put in place long-term changes, would deliver this. I knew that by focusing on these six priority areas I could ensure greater safety and a feeling of security for all who live, work, and visit Dorset.

Since this plan was created three years ago, there have been some changes in the landscape. These shifts have enabled me and my team to refresh the Police and Crime Plan and make some small alterations to benefit the people of Dorset. My six priorities, set after extensive consultation with the public, remain the same, but with some updates to ensure Dorset Police continue to deliver for the public.

- Cut Crime and Anti-Social Behaviour (ASB)
- Make Policing More Visible and Connected
- Fight Violent Crime and High Harm
- Fight Rural Crime
- Put Victims and Communities First
- Make Every Penny Count

These small updates will ensure police buildings are suitably located, and officers are visible across the county, alongside my aim to improve ease and accessibility for those wishing to contact the police. Another area of immense importance is Violence Against Women and Girls, and it is imperative our priorities are reflective of the societal changes needed to address these very serious issues.

As previously, the Plan will be supported by detailed delivery plans and I will be regularly reporting and updating on the progress made throughout the term, through quarterly reports to the Police and Crime Panel and information shared through my website and other formats.

As your representative linking policing and the public, I will be listening intently to your issues and concerns, and using evidence to not only inform decision-making but to measure whether this plan is working for all our communities.

I was born in Dorset and have been lucky enough to always call this county my home. I know how special it is. While it is a safe place to live, my ambition to make it the safest motivates me every day, and I shall continue working tirelessly for every single Dorset resident and visitor to achieve that.

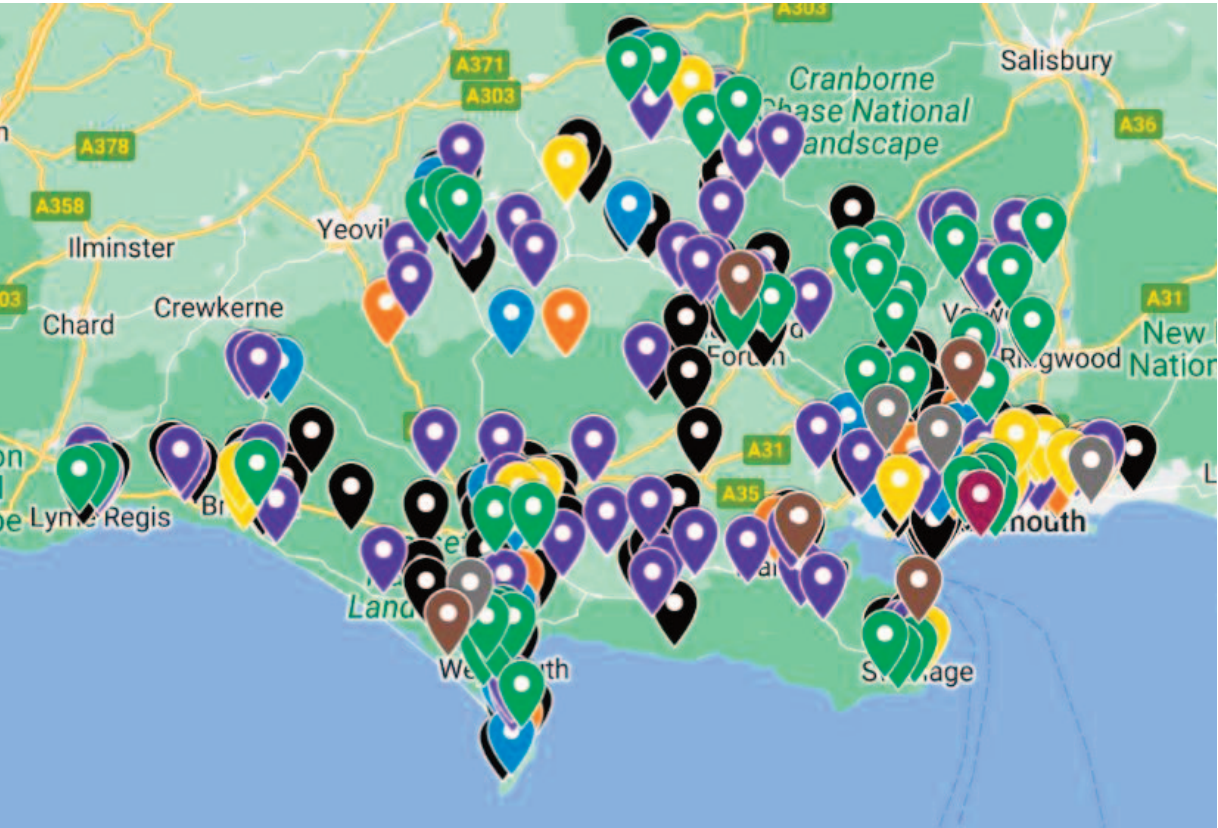
A handwritten signature in black ink that reads "D.J. Sidwick". The signature is fluid and cursive.

**DAVID SIDWICK**  
Dorset Police and Crime Commissioner

## MAP OF CHANGE

This interactive map shows where new initiatives or projects have been introduced since 2021.

[Click here to find out more.](#)





# MESSAGE

## FROM THE CHIEF CONSTABLE

### WORKING TOGETHER TO MAKE DORSET A SAFE COUNTY FOR EVERYONE



I and colleagues from across the organisation are proud of all that has been achieved as we strive to make Dorset a safe county for everyone.

This Police and Crime Plan builds on the progress of the last three years and sits firmly alongside our Force purpose of being tough on crime, keeping people safe and putting victims first.

I remain confident that the areas set out by the Commissioner in his Police and Crime Plan are reflected in our operational priorities, which includes delivering exceptional local policing and relentless pursuit of those criminals intent on causing harm to our communities.

Through proactive operations we will continue to tackle the crimes that matter the most to the public, including anti-social behaviour, violence against women and girls, drugs, knife crime, violence and those crimes that impact our business community. We will also continue to work with partners to reduce the number of people killed and seriously injured on our roads and maintain our dedicated Rural Crime Team who support our rural communities by preventing crimes and bringing offenders to justice.

We have also driven forward improvements to make it easier for the public to contact us by introducing more streamlined reporting forms on our website and are working on providing

the public with more ways to engage with us – placing the victim’s wishes at the centre of the process.

Driving up performance within the context of affordability is a key priority for my team and we have rolled out a programme of work to ensure our people operate more effectively and efficiently, so they can do an even better job for the people of Dorset with the resources we have available.

Every officer, member of police staff and volunteer within Dorset Police remains committed to being visible, connected and effective within our communities, providing a good service to victims, while also building strong partnerships with stakeholders to prevent crime.

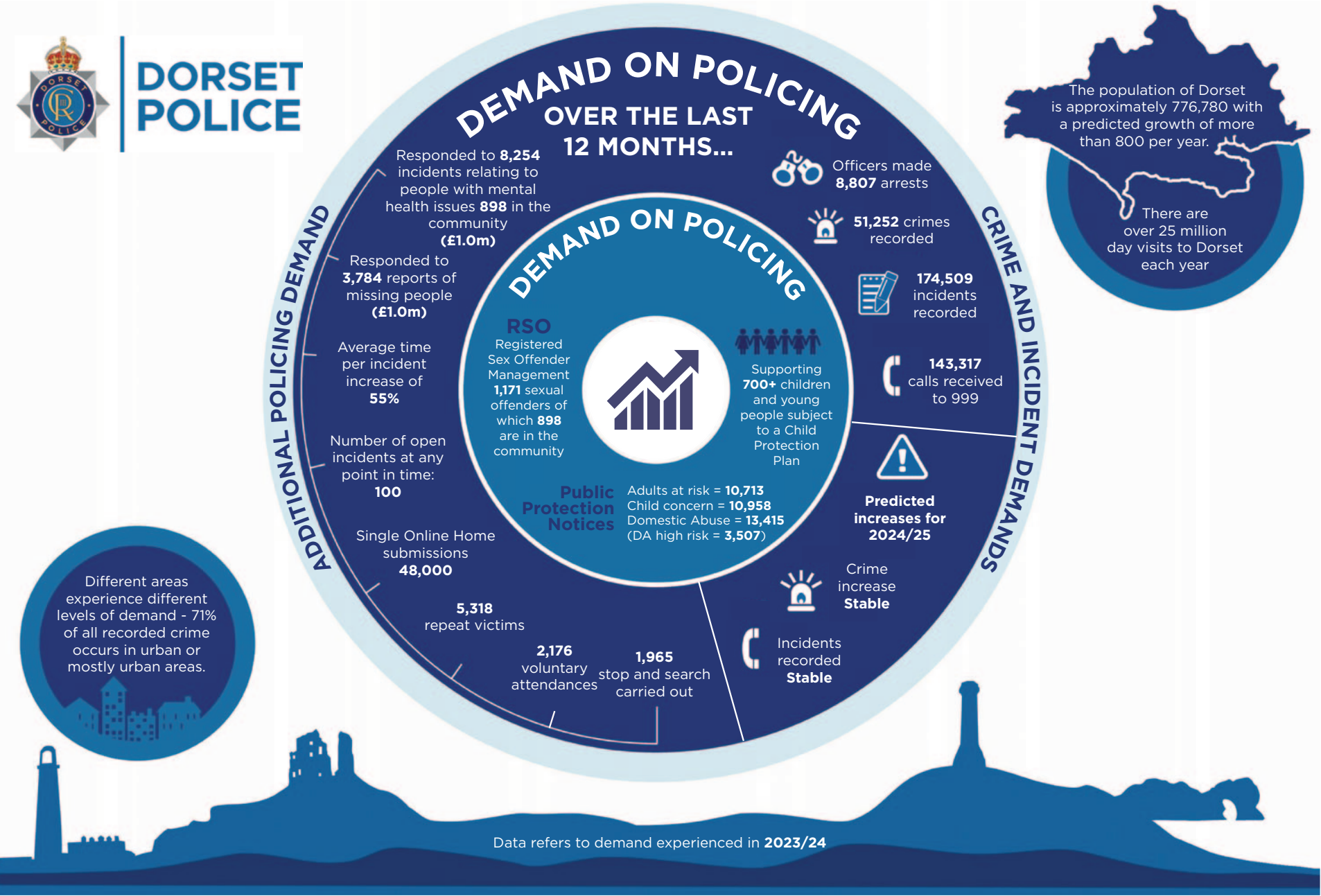
It is my vision, and those of everyone working in Dorset Police, to ensure that our county is safe for everyone who lives, works and visits here.

A handwritten signature in black ink, appearing to read 'A Pearson'.

**AMANDA PEARSON**  
Dorset Police Chief Constable







# POLICE WORKFORCE

Police Workforce (as at 31st August 2024, full time equivalent)

## 1459 POLICE OFFICERS



**74%**  
Operational Frontline Officers

**26%**  
Operational & Organisational Support Officers

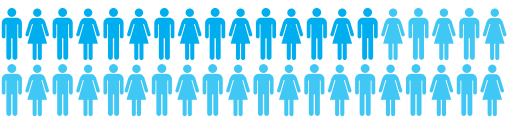
## 1427 POLICE STAFF



**28%**  
Operational Staff

**72%**  
Operational & Organisational Support Staff

## 231 VOLUNTEERS



**40%**  
Operational Volunteers

**60%**  
Operational & Organisational Support Volunteers

## KEY INFO

### Frontline

Police frontline comprises those who are in everyday contact with the public and who directly intervene to keep people safe and enforce the law.

### Operational

The Operational category includes those roles that involve an officer or member of staff undertaking work that is likely to be seen by the public: for instance, patrolling or responding to 999 calls.

### Operational & Organisational

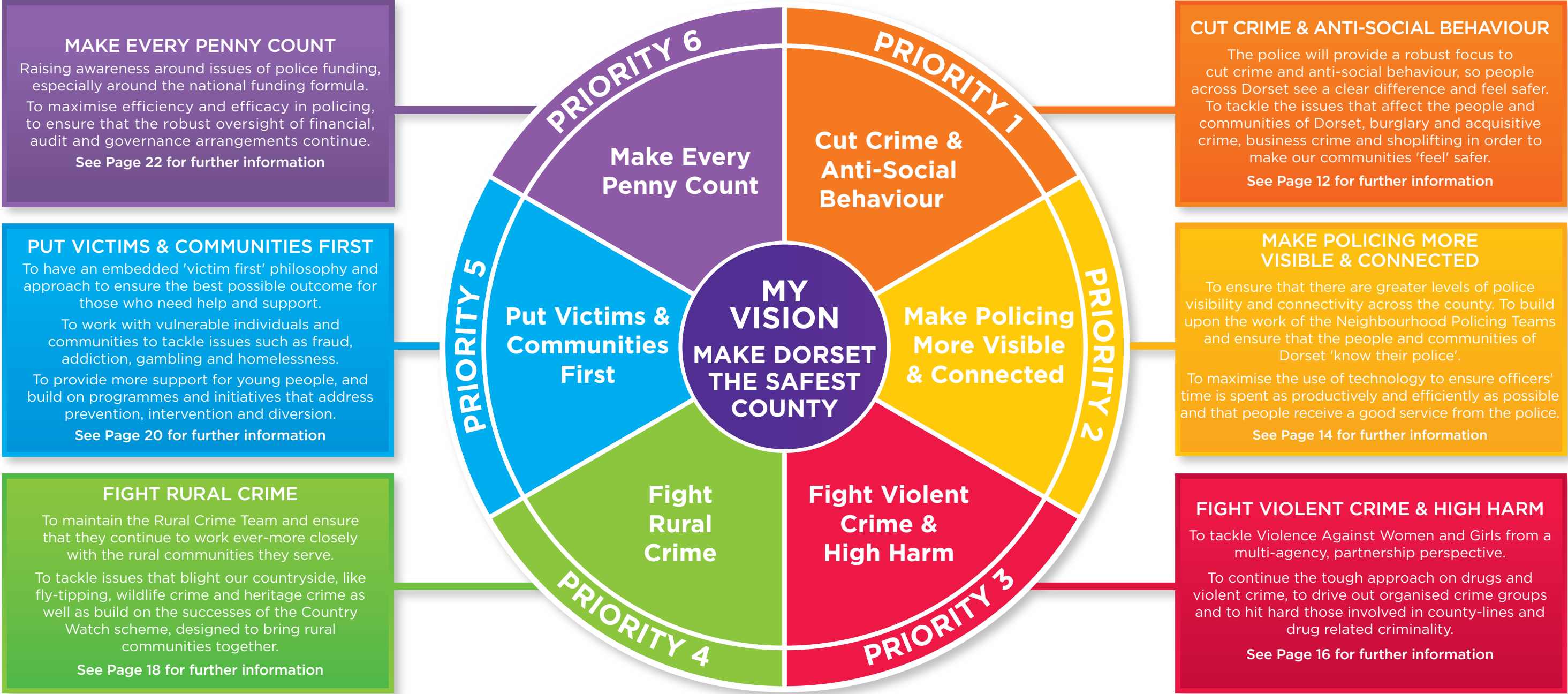
Operational & Organisational comprises those roles that may involve direct contact with the public, but whose work is not in general visible to the public. Many officers in this category – such as those working in Criminal Investigation Departments – will not wear uniforms, and some roles (for instance, collecting forensic evidence) may be carried out by staff rather than officers.

# OVERVIEW OF POLICE & CRIME PLAN 2021-29 PRIORITIES

BETWEEN 2021 AND 2024, DURING MY FIRST TERM AS POLICE AND CRIME COMMISSIONER, I CONTINUED TO CONSULT WITH MEMBERS OF THE PUBLIC AND PARTNER AGENCIES TO ENSURE MY POLICE AND CRIME PLAN STAYED RELEVANT.

This ongoing exchange of information, has ensured that the priorities of the Plan continue to be an accurate reflection of policing, crime and safety issues that are most important to Dorset’s communities.

I will continue to work tirelessly on your behalf, alongside the Chief Constable, to deliver upon each of these six priorities, I will make sure that I keep on being your voice in policing and make every endeavour to ensure Dorset becomes the safest county.





# PRIORITY 1

## CUT CRIME AND ANTI-SOCIAL BEHAVIOUR (ASB)

I will:

### Crime and ASB Focus

- Ensure that personal ASB is a higher priority for Dorset Police and that we work with our partners to address environmental and nuisance ASB, so that our communities are protected from the daily grind of ASB.
- Focus on Dorset's hotspot areas, and measure outcomes therein, with closer co-operation between partner agencies so that local problems are solved, and that crime and ASB is prevented through target-hardening and designing out crime approaches.
- Ensure police improve outcomes for victims and communities in Dorset.
- Ensure police make appropriate use of their powers to tackle and deter crime and ASB.
- Work with partners to find ways, such as mediation, to resolve issues between neighbours affected by ASB so that conflict does not escalate.
- Work with partners to monitor the ASB Case Review Process, which enables victims of persistent ASB to have a multi-agency review of their case.
- Provide funding for community-based solutions to local issues to empower and enable communities to tackle problems in their area.

- Continue to support Op Relentless, the police operation designed to tackle ASB in Dorset's communities.
- Ensure that policing initiatives are publicised to deter crime.

### Burglary and Acquisitive Crime

- Work to reduce the number of burglaries in Dorset.
- Work to reduce the number of vehicle thefts in Dorset.
- Undertake preventative activity to support victims of burglary and help them from being re-targeted.
- Scrutinise the police approach to pursuing repeat burglary offenders and monitor the commitment to attend all residential burglaries.
- Support burglary prevention communication and engagement initiatives.
- Work with local authorities, and non-statutory partners such as Business Improvement Districts, to 'target-harden' areas that have high incidences of burglary.
- Increase awareness of pet abduction and tackle any associated organised criminality.

### Fraud & Cyber-crime

- Work with the national agencies and partners to raise awareness and provide better support to victims of fraud and cyber-crime.
- Work with the local authorities' trading standards services to ensure a joint approach to protecting potential victims and targeting perpetrators of fraud.
- Encourage greater awareness and confidence in reporting of cyber-crime offences, so that greater intelligence about criminals and their techniques can be gathered.
- Publicise cyber-crime and fraud initiatives aimed at businesses to deter crime, working with them to train staff and embed risk management approaches.
- Increase provision of prevention advice to those younger and older people most vulnerable to fraudsters.

### Road Safety

- Continue with proactive safety and awareness raising, such as drink and drug drive campaigns, so that the public are aware of the dangers of such behaviours.
- Ensure Dorset Police uses the tools and powers at their disposal to protect all of Dorset's road users.
- Support and promote educational and diversionary road safety schemes.
- Lobby for tougher sanctions and new powers to tackle offending and anti-social motorists.
- Support the Community Speed Watch scheme – with a particular focus on rural areas. To include investment in new technology and equipment.
- Ensure that any emerging road safety issues, such as E-Scooter use, are dealt with robustly and appropriately through a partnership approach to keeping Dorset's roads safer.
- Lobby for a reduction in the drink drive limit.

### Business and Retail Crime

- Support the Dorset Safer Business Partnership, alongside business representatives and trade bodies, to cut shoplifting and wider retail crime, tackle violence against shopworkers, and improve confidence in reporting and drive greater collaboration between all parties.
- Ensure there is a dedicated strategic lead for business crime, with responsibility to ensure that the Force's response improves and that policies and processes adapt to the needs of the business community.
- Strengthen business and retail watch schemes and partnerships.
- Build better evidence about business and retail crime by making it easier, and quicker, for incidents to be reported to Dorset Police.
- Highlight cyber-crime awareness training to local businesses and ensure the Force provides relevant crime prevention advice to retailers.





# PRIORITY 2

## MAKE POLICING MORE VISIBLE AND CONNECTED

I will:

### Uplift and Visibility

- Ensure that Dorset Police maintains community policing and frontline deployment.
- Work with the Force to improve police visibility to the community and in the community.
- Exploit technology and improve processes so that officers' time is spent as efficiently and productively as possible. To lobby government for additional investment in this area.
- Aim to ensure each area of Dorset be policed by officers with a strong understanding of the local geography and the diverse needs of Dorset's rural, coastal and urban communities.

### Engagement and Connectivity

- Build upon the Neighbourhood Engagement Commitments and pursue opportunities to better publicise existing engagement opportunities with the police. To ensure that communities 'know their police'.

- Take up opportunities to undertake joint engagement with partner agencies, particularly on complex issues that require multi-agency action, such as hate crime, domestic abuse and sexual violence.
- Continue to review the Force estate to ensure that the needs of our communities are met through the most effective and efficient use of police buildings, front offices, community contact points and other mobile options.
- Improve the communication with elected representatives across Dorset.
- Ensure that the OPCC builds upon its successful public engagement strategy, reaching more people, especially those from seldom heard groups.
- Increase effectiveness of special constables and ensure support for citizens in policing, such as police support volunteers, independent custody visitors and police cadets.
- Help the public prevent crime in their local area and improve local ownership of issues by working community-spirited individuals and groups, such as Neighbourhood Watch Schemes.

### Customer Service

- Scrutinise and measure the Force's public contact handling to ensure that people receive a good service from the police.
- Hold the Chief Constable to account for the provision of an effective and efficient complaints handling function. Keep the current police complaints processes under review in line with prevailing legislation, guidance and best practice.
- Ensure Dorset Police make best use of the Single Online Home platform, and other appropriate digital services, to encourage more online reporting and improve ease and accessibility for those wishing to contact the police.
- Work with partner agencies so that members of the public and businesses are signposted to the right agency in the first instance, and that they receive the assistance they need from those best placed to provide it.





# PRIORITY 3

## FIGHT VIOLENT CRIME AND HIGH HARM

I will:

### Addiction and Substance Misuse

- Work with Dorset Police and key partners to understand ‘what works’ and to commission services and educational inputs that can help reduce the harm of drugs, alcohol and harmful gambling.
- Make certain that Dorset Police takes a robust approach to tackling drug related criminality. The Force should use their powers appropriately to disrupt on street dealing and county lines drug activity to reduce the damage caused to local communities, as well as the associated violence, exploitation of vulnerable people, anti-social behaviour and acquisitive crime.
- Increase awareness of illegal gateway drug usage and its harms.
- Ensure that a regional, joined-up approach is taken to drug dealing, so that the entire South West works together to reduce this risk.
- Continue to monitor the use of alcohol abstinence monitoring requirement (otherwise known as ‘sobriety tagging’) and its effectiveness in relation to reoffending.
- Review the current rules and decision-making relating to rehabilitation provision and lobby for change if required.

- Continue to ensure that Dorset is best positioned to be innovative and collaborative in this space, with the PCC chairing the Dorset Combating Drugs Partnership and continuing as a lead for the Association of Police and Crime Commissioners’ national addiction portfolio.

### Violence Reduction

- Work with, and hold partners to account for, the development of joint processes and strategies, and the funding of evidence-based interventions and diversionary work, that will help prevent the escalation of violence.
- Work to secure the funding necessary to implement a pan-Dorset approach to reducing violence.
- Work with partners to identify those children and young people most at risk of being exploited and ensure adequate safeguards are put in place.
- Support all relevant agencies to prevent people being killed and seriously injured as a result of homicide and serious violence in Dorset.
- Ensure that the police take a robust and proactive stance against organised criminals, so that Dorset is made as difficult as possible for them to set up and run criminal businesses.
- Work with all relevant agencies to ensure that statutory counter terrorism duties are met.
- Work with partner agencies to tackle knife crime in Dorset.

### Violence Against Women and Girls

- Continue to work with police and partners to counter violence against women and girls, by improving the effectiveness of the response to these crimes and by making public and private spaces safe.
- Ensure that Dorset Police and partner agencies tackle the most dangerous and prolific perpetrators of violence against women and girls.
- Continue to work with external and independent experts to examine the Force's response to these crimes via Dorset's Violence Against Women and Girls Scrutiny Panel.
- Work with partners to provide behaviour changing courses designed to reduce reoffending against women and girls and to tackle hypermasculinity and misogyny.
- Work with the Force to raise awareness and confidence in reporting processes in order to bring police perpetrators of domestic abuse to justice and ensure victims, witnesses and those impacted are supported.
- Continue to raise awareness of honour-based violence, forced marriage and female genital mutilation, and work with agencies to tackle such crimes and support victims.

### Rape and Serious Sexual Offences

- Continue to hold criminal justice agencies to account for investigative and charging decisions involving rape and serious sexual offences and to ensure that more offenders are brought to justice.
- Ensure that victims of rape and serious sexual assaults are provided with the care and support that they need and that they have the confidence to report these crimes to the police.
- Ensure Dorset Police and its partners continue to embed the findings of Op Soteria, the national approach to transforming the way the criminal justice system manages rape and sexual offences.
- Work with partner agencies to tackle harmful sexual behaviour and explore opportunities for preventative activities, such as Op Vigilant and Safer Spaces initiatives.
- Work with partner agencies to educate children and young people on healthy relationships, consent and the identification of inappropriate or concerning behaviour.
- Support the re-commission of the Sexual Assault Referral Centre for Dorset in partnership with health providers, including a thorough needs assessment and adherence to new forensic regulations.

### Domestic Abuse and Stalking

- Draw upon national best practice to support victims and survivors of stalking and domestic abuse, of all backgrounds.
- Lobby for additional funding so that Dorset Police can even better identify and target the most prolific and harmful offenders.
- Listen to the victim's voice, and make use of national best practice, innovative approaches and new technology to raise awareness of these crimes, make reporting easier and keep people safer.
- Continue to invest in approaches that change perpetrator behaviour, to reduce domestic abuse and stalking.
- Continue to prioritise the use and enforcement of Domestic Violence and Sexual Harm Prevention Orders.
- Ensure victims of domestic abuse receive appropriate specialist support and advice in a timely manner to safeguard them from further harm.
- Support Independent Stalking Conferences, so that victims are protected, and ensure that the Force make use of Stalking Prevention Orders to protect victims.

### Child Abuse

- Work with Dorset Police and other agencies to protect children by targeting adults who abuse and exploit children, while also investing in initiatives that raise awareness, increase reporting, and prevent or reduce the risk of exploitation.
- Hold Dorset Police to account for protecting children from online predators and bringing perpetrators to justice.
- Ensure trauma support is provided to children and families affected by abuse.
- Work with Dorset Police and partners to ensure Op Encompass is embedded practice and ensure that all agencies working with children are made aware whenever there is a safeguarding issue relevant to a child in their care.

### Modern Slavery

- Continue to work with partner agencies so that there is an effective and co-ordinated response to modern slavery through the Dorset Anti-Slavery Partnership.
- Ensure measures are in place to prevent and minimise the risk of modern slavery taking place within supply chains.



# PRIORITY 4

## FIGHT RURAL CRIME

I will:

### Rural Resources

- Maintain the size of the Dorset Police Rural Crime Team and ensure that this team has closer links with neighbourhood policing and has the resources to be even more visible and effective.
- Work with Dorset's rural communities to encourage better communication between victims and the police and to ensure that there is a greater confidence to report both intelligence and crimes.
- Maintain the use of special constables and other police volunteers with expertise in rural crime, to further bolster resources in this area.
- Hold the Chief Constable to account for the delivery of an efficient and effective firearms licensing service, with the safety of Dorset's communities at its heart.
- Ensure that the regional, joined-up approach continues to identify and tackle organised crime in our rural communities so that the South West works together to reduce risk.

### Country Watch

- Build upon the successful Country Watch scheme, designed to bring together rural communities and relevant agencies so that crime, ASB and disorder issues affecting rural areas can be best addressed.
- Oversee, as part of Country Watch, a strengthening of the rural watch schemes, including initiatives to ensure parish safety, and the use of grant funding to build resilience in Dorset's more remote locations.
- Work with rural businesses to prevent crime, fund innovative crime prevention tactics, and to ensure that the Force understands the unique impact that crime can have on rural victims.
- Continue the Dorset Partnership Against Rural Crime, in partnership with rural communities, to ensure their concerns and issues are understood and to drive improvement in this area.

### Waste Crime and Fly-Tipping

- Work with partner agencies, such as the local councils and the Environment Agency, to prevent and detect waste crime and fly-tipping issues across all of Dorset.
- Ensure a range of both innovative and tried-and-tested approaches are taken to deal with fly-tipping in hotspot locations.

### Wildlife Crime

- Increase awareness of wildlife offences and support schemes that are proven to reduce incidents.
- Ensure that the police have the specialist knowledge to deal with wildlife crime, such as hare coursing and poaching.
- Ensure that effective analysis and liaison is undertaken across the region to tackle any organised criminality associated to these types of offence.

### Heritage Crime

- Improve flagging and analysis of heritage crime and heritage related ASB across the urban, rural, coastal and maritime areas of Dorset.
- Increase awareness of crime and ASB within the historic environment and encourage schemes that are proven to reduce incidents.
- Ensure that the police have the specialist knowledge to deal with heritage crime, and that effective partnership work is undertaken to tackle related organised criminality across the region.
- Scope the development of a Heritage Watch in Dorset.





# PRIORITY 5

## PUT VICTIMS AND COMMUNITIES FIRST

I will:

### Victim and Communities First Philosophy

- Continuously review the support services and contracts in place for victims to ensure the best possible outcomes.
- Commission specialist services to make sure that those at greatest risk of harm receive the support that works best for them.
- Work with partner agencies to identify repeat victims and put in place safeguarding measures to protect them.
- Ensure that the Force shows empathy and understanding for victims, adopts a duty of candour when things go wrong, and seeks a path of continuous improvement and learning the lessons.
- Improve workforce diversity to ensure that the Force is more representative of the community that it serves.
- Work with partner agencies to ensure compliance with the Victims Code of Practice and ensure victims are aware of the rights they are entitled to.

- Work with Dorset Police and partners to ensure that the protocols regarding unauthorised encampments protect communities.
- Hold the Chief Constable to account for the provision of a legitimate police service, which treats people fairly, ethically and without bias.

### CJS and RJ

- Work with criminal justice partners to ensure a whole system improvement and better communication to the public.
- Drive better use of technology within custody and the courts, such as video enabled justice.
- Explore opportunities to increase the selection of Out of Court Resolution options, so that offenders are diverted away from the criminal justice system where appropriate.
- Serve as Chair of the Dorset Criminal Justice Board, working with criminal justice agencies to deliver system wide improvements.
- Work with the Force Integrated Offender Management team, prisons, probation service and their private and voluntary sector providers to improve rehabilitation of offenders and reduce recidivism.

- Expand the use of restorative justice so that victims can gain closure and offenders can understand the impact of their actions.
- Continue to support the development of the Community Payback scheme, which matches offenders to work placements that are visible and contribute to enhancing the sense of safety for communities.

### Vulnerability

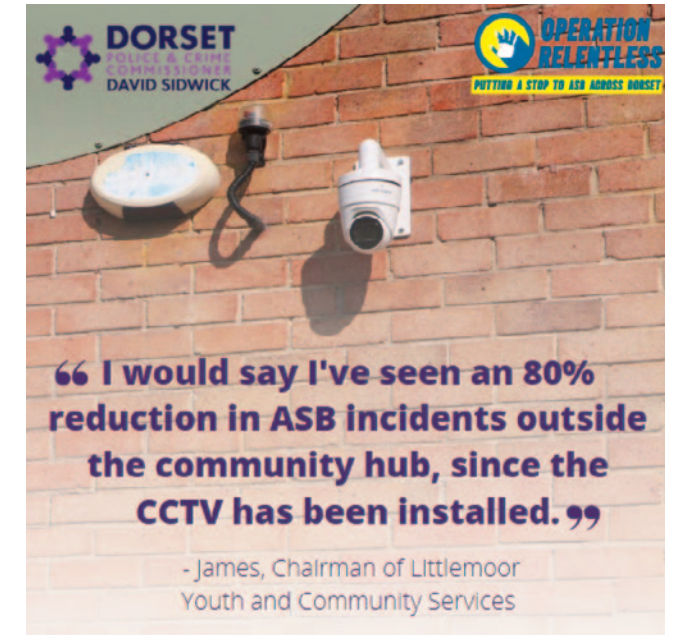
- Work with particularly vulnerable communities to prevent them from being exploited or falling into criminality.
- Support individuals being made vulnerable through addiction and other causes, such as substance misuse, debt and gambling.
- Work alongside partners to tackle the financial, physical, psychological and sexual abuse of older people.
- Support appropriate initiatives that help to tackle homelessness, such as the regional Prisoners Building Homes scheme.
- Support schemes such as Right Care Right Person and the use of Community Sentence Treatment Requirements, and initiatives that assist veterans, so that the appropriate agency meets individuals' needs.

### Hate Crime

- Continue to raise awareness of the support available to victims of all types of hate crime and work with partners to not only encourage better levels of reporting, but to make reporting easier too.
- Work with people across communities to understand and identify concerns and to ensure that policing feels a part of those communities, rather than something that is happening to them.
- Provide additional specialist training so that officers and staff are best equipped to not only tackle hate crime, but communicate with victims in a way that is sensitive to their needs.
- Use the real-life experience of the workforce to ensure that the Force is understanding of hate crime victims' needs.
- Continue to work with partner agencies to address discrimination.

### Support for Young People

- Work with partner agencies to build upon programmes of education, intervention and early diversion ensuring they are fit for purpose and meeting the needs of Dorset's young people.
- Work with partner agencies to ensure that primary school age children are supported and diverted away from negative behaviours.
- Ensure that each school in Dorset has a designated point of contact when dealing with serious issues.
- Continue to provide funding for schemes and initiatives proven to prevent young people from committing crimes.
- Support the Dorset Combined Youth Justice Service and work with partners to keep children and young people out of the criminal justice system by promoting a trauma-informed, child-centred policing model that takes account of adverse childhood experiences.
- Support the development of the Dorset Police cadet scheme and improve engagement between young people and the police.
- Proactively engage with young people, listening to their views to help shape policing strategy and to help improve operational policing practice.





# PRIORITY 6

## MAKE EVERY PENNY COUNT

I will:

### Funding

- Play an active role in the comprehensive spending review and national funding formula discussions to demand that Dorset receives a fair settlement that recognises our geography, high level of visitors and the mix of rural, coastal and urban communities. Further, to make clear that funding for nationally agreed pay settlements should be fairly distributed.
- Continue to identify and develop innovative crime and safety initiatives to secure additional funding from competitive grant processes.
- Continue to explore income-generation opportunities and the best use of Force estate to make sure that taxpayer money goes as far as possible.
- Be transparent with the public when communicating precept and budgetary decisions.
- Ensure that steps are taken to carefully manage, and minimise, debt.

### Efficiency

- Continue to monitor the OPCC and Force governance structures so that they best suit the strategic needs of Dorset.
- Monitor the financial, procurement and audit arrangements of OPCC and Dorset Police to make sure that Dorset taxpayers' money is well spent.
- Scrutinise the Strategic Alliance departments to make sure that benefits are realised and continue to be delivered.
- Encourage the Force to exploit technology so that officers and staff are released from the burden of bureaucracy and challenge the Force to look at efficiency gains.
- Ensure the Force takes action to improve the mental and physical wellbeing of officers, staff, and volunteers so that they are best able to perform their role in challenging and demanding circumstances.
- Ensure the Force plays its role in emerging national work to further drive efficiency and productivity within policing.
- Continue to explore initiatives to improve the Force's sustainability and environmental impact, without compromising operational effectiveness.

### Evidence Based Policing

- Continue to support the Force Innovation Fund, so that new evidenced-based approaches to improving Dorset Police's performance can be introduced and evaluated.
- Continue to explore, develop and support evidence-based ideas, new technologies and opportunities to maximise delivery for the residents of Dorset.
- Continue to actively support the implementation of robotic process automation within Dorset Police, using software 'robots' to undertake routine tasks freeing up existing staff to undertake more value-added activity.

### Philosophy and Co-operation

- Collaborate with partner organisations to explore joint approaches to tackling issues and commissioning shared services.
- Collaborate with partner agencies whenever there are opportunities to improve the service offered to Dorset's communities.
- Work with and support the Bournemouth, Christchurch & Poole, and Dorset Community Safety Partnerships to address crime and ASB in communities.
- Get ahead of crime by pursuing a prevention agenda and not letting issues take hold in the first place.





# SUPPORT NATIONAL POLICING STRATEGIES

## Strategic Policing Requirement

The Home Secretary has identified seven national threats which all police force areas in England and Wales must demonstrate that they have the plans and capability to respond to. These threats, contained within the Strategic Policing Requirements (SPR), are: terrorism; public disorder; serious and organised crime; child sexual abuse; violence against women and girls (VAWG); civil emergencies; and national cyber security incidents.

These threats have been identified as affecting multiple police force areas or that they might require a national policing response. As part of the SPR, Dorset Police must show evidence of preparedness in the areas of: capacity; capability; connectivity; consistency; and contribution. The Chief Constable and I must pay “due regard” to the SPR and ensure that Dorset Police is ready to respond, in addition to normal business, if required to do so.

I will hold the Chief Constable to account for Dorset Police’s ability to respond to these national threats through our governance framework. His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services will also continue to inspect the Force’s work in this area.

Of course, I must also pay due regard to the SPR when issuing or varying my Police and Crime Plan, as can be seen in this document.

VAWG was included as a national priority within the SPR in 2023. VAWG is a key theme within this document, with new commitments added since the Plan’s launch.

Tackling Child Abuse and Cyber-crime are also themes within the Plan and issues relevant to disorder and terrorism are included within the violence reduction theme too.

The Force works closely with the Local Resilience Forum (LRF) to prepare for emergencies and ensure that the SPR capabilities are met in handling public disorder, civil emergencies, cyber security incidents and terrorism. The LRF is a multi-agency partnership made up of local public services including the emergency services, local authorities, NHS, Environment Agency and other agencies.

## Policing Vision 2030

For the police service as a whole, the national Police Chiefs Council (NPCC) and the association of Police and Crime Commissioners (APCC) agreed the national Policing Vision 2030. This document sets out the future plans for policing, including transformation of service, and my Plan seeks to complement this vision locally.



# COLLABORATE WITH POLICE AND EMERGENCY SERVICES

## Strategic Alliance Between Dorset Police and Devon & Cornwall Police

Dorset Police and Devon & Cornwall Police have been in a strategic alliance since 2015, with a number of shared business areas operating across all three counties. Shared services include finance, people services, information technology, operational policing, and training and recruitment. The alliance continues to deliver efficiencies and savings; increase resilience; improve information sharing; and deliver improvements for the public. I will work with my Devon & Cornwall counterpart to ensure that the arrangements remain good value for Dorset’s communities.

## South West Collaboration

Further, I will continue to work with the South West Reducing Reoffending Partnership to reduce the frequency and harm of reoffending by adults and young people in order to reduce crime and prevent further victims.

I will continue to ensure a regional focus on disrupting drug activity through the established coordinated programme to target harden the South West against organised crime, Operation Scorpion.

## Emergency Services Collaboration

I will continue to seek opportunities to collaborate with blue light services, such as fire and rescue and health, across the region. There is a statutory duty for police, fire and ambulance services to work together and I will pursue initiatives that are in the best interests of Dorset.

## National Collaboration Agreements

For example, I will continue to challenge to ensure Dorset (and the South West) receives value for money from national structures such as the National Police Air Service.



# WORK WITH PARTNERS

Throughout my time in office, I will ensure that there are ever-closer working arrangements with partner agencies, such as the top-tier local authorities, town and parish councils, health agencies, NHS Dorset Integrated Care Board (ICB), voluntary organisations and criminal justice agencies.

My office will actively engage, pay due regard, and co-operate with both Community Safety Partnerships, local public health and various business, coastal and rural forums to make the county's communities safer.

This will include liaison with Business Improvement Districts, local regeneration groups, the Chamber of Commerce, council for voluntary services, and more besides. I will also engage positively with the Dorset Police and Crime Panel and welcome their scrutiny and support.

I will chair the Dorset Criminal Justice Board, engaging with key criminal justice partners, and play an active role in the South West Reducing Reoffending Board so that offenders are turned away from crime, receive the help they need, and can contribute positively to our society.

I will ensure that information and best practice is shared appropriately between relevant agencies so that partner organisations work together to prevent crime, protect vulnerable people and spend taxpayers' money wisely. My office will seek public health solutions and to combine energy and resources so that 'wicked issues' – such as substance misuse – can be tackled.



Equally, the OPCC will support and advocate a wide range of volunteering schemes, including Neighbourhood Watch, Community Speed Watch, Special Constables, Police Staff Volunteers, the Independent Custody Visiting Scheme and the Dorset Police Cadets.





# MEASURING PROGRESS AGAINST THE PRIORITIES

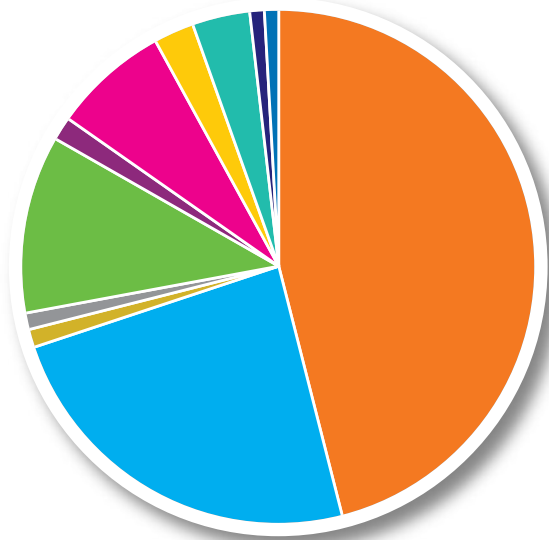
PRIORITY	OUTCOME	MEASURES
<b>1</b> <b>CUT CRIME AND ASB</b>	The police will cut crime and ASB and people will feel safer.	<ul style="list-style-type: none"> <li>• Total crime.</li> <li>• Total ASB incidents.</li> <li>• Public opinion via surveys and consultations.</li> </ul>
<b>2</b> <b>MAKE POLICING MORE VISIBLE AND CONNECTED</b>	To increase the number and visibility of police officers. Contact and connectivity with the public to be improved.	<ul style="list-style-type: none"> <li>• Number of police officers, staff and volunteers.</li> <li>• Public contact performance.</li> <li>• Public opinion via surveys and consultations.</li> </ul>
<b>3</b> <b>FIGHT VIOLENT CRIME AND HIGH HARM</b>	To tackle organised crime gangs, be tough on drugs and violent crime, and to tackle high harm issues.	<ul style="list-style-type: none"> <li>• Number of crimes involving most serious violence.</li> <li>• Number of high harm crimes.</li> <li>• Assessments by policing inspectorate.</li> </ul>

PRIORITY	OUTCOME	MEASURES
<b>4</b> <b>FIGHT RURAL CRIME</b>	To significantly increase the Rural Crime Team and their capabilities. Also to tackle wildlife crime.	<ul style="list-style-type: none"> <li>• Total rural crime.</li> <li>• Resources dedicated to rural duties.</li> <li>• Public opinion via surveys and consultations.</li> </ul>
<b>5</b> <b>PUT VICTIMS AND COMMUNITIES FIRST</b>	Support all victims and build community strength by working with local agencies. Support volunteers and increase opportunities for young people.	<ul style="list-style-type: none"> <li>• Victim satisfaction.</li> <li>• Number of victims supported.</li> <li>• Assessments by policing inspectorate.</li> </ul>
<b>6</b> <b>MAKE EVERY PENNY COUNT</b>	Improve efficiency so that the police can spend more time out in their communities. Ensure robust oversight.	<ul style="list-style-type: none"> <li>• Budget forecast.</li> <li>• Assessments by policing inspectorate.</li> <li>• Success in attracting money from competitive national funding pots.</li> </ul>

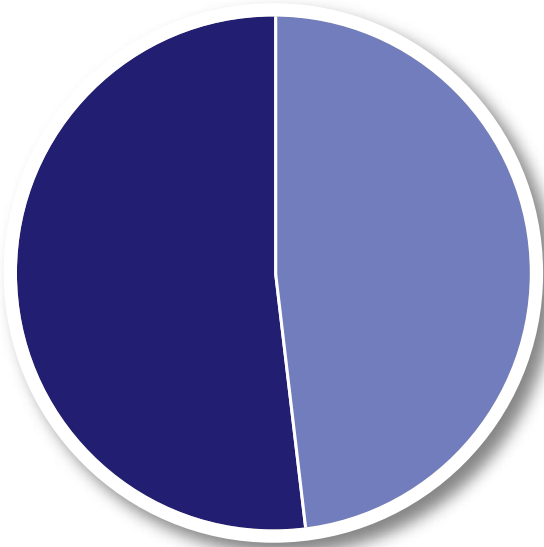


BUDGET

TOTAL EXPENDITURE	£m
Police Officer Pay & Allowances	97.1
Police Staff Pay & Allowances	47.6
Police Pension (Injury and Ill Health)	2.4
Training and Development	1.8
Premises	21.7
Transport	2.5
Supplies & Services (e.g. IT services, licence fees, equipment, uniform and other office costs)	15.2
Capital and Borrowing Costs	6.0
Regional and National Collaborations	7.8
Office of the Police and Crime Commissioner	1.6
PCC Commissioning and Grant Funding	1.5
Total Expenditure	205.2
Specific Grants and Income	-33.3
TOTAL	£171.9



TOTAL FUNDING	£m
Government Core Grant	83.2
Council Tax Precept	88.7
Net Revenue Budget	£171.9



	BAND A	BAND B	BAND C	BAND D	BAND E	BAND F	BAND G	BAND H
2023/24 Charge	£187.05	£218.23	£249.40	£280.58	£342.93	£405.28	£467.63	£561.16
Annual Increase	£8.67	£10.11	£11.56	£13.00	£15.89	£18.78	£21.67	£26.00
2024/25 Charge	£195.72	£228.34	£260.96	£293.58	£358.82	£424.06	£489.30	£587.16

\* Budget information taken from the 2024/25 Precept. For the most up-to-date information please [Click here](#)

VICTIM SERVICES AND GRANTS

I am responsible for commissioning initiatives that reduce crime and deliver benefits to victims of crime and Dorset’s communities.

My Commissioning Strategy sets out the approach that I take to ensure that my commissioning activities are appropriate, fit for purpose and represent the best possible value for Dorset taxpayers. I favour a ‘needs analysis’ approach to commissioning, whereby I actively engage with partner agencies to identify needs/gaps in services and opportunities to commission new initiatives and/or augment current arrangements.

Commissioner’s Safety Fund and Local Innovation Fund

To manage my budget, I have split the funds into two key elements – the Commissioner’s Safety Fund and the Local Innovation Fund. The Commissioner’s Safety Fund funds all long-term contracts and grant agreements, which run for two or more years, and supports a wide range of essential services. The OPCC commissioning

team review all ongoing budgets prior to the start of the financial year to establish the anticipated spend and report this figure to senior management for approval. The Local Innovation Fund is to support new and innovative projects and initiatives which deliver outcomes in support of this Plan’s priorities. A list of recipients of this funding can be found [here](#).

Community Grant scheme

As PCC I have the ability to award grants that secure, or contribute to securing, crime reduction and to help victims and witnesses of crime. Grants allow quick, short-term funding to be awarded to organisations who can deliver outcomes. During my term, I may open targeted grant rounds seeking new and innovative, or locally proven, solutions to problems being experienced in Dorset. Information about this fund can be found [here](#).

Victims Fund

In 2014 the Ministry of Justice (MoJ) devolved funding for Victims Services to PCCs. This funding is separated into separate aspects; the Core Victims fund for services to victims of all crime; and separate ringfenced funding for targeted victims groups such as domestic abuse and sexual violence, for which funding is allocated based upon local evidence of need. The MoJ set the budget allocation for each of these areas. This fund is allocated annually, which makes long-term budget commitments difficult, but is managed through robust governance arrangements.

Other Grant Funding

From time-to-time Government organisations publish funding opportunities for statutory partners to apply for. This funding is often ringfenced for a particular purpose/initiative. I will therefore explore each and every opportunity to secure additional funding for Dorset, establishing if the particular opportunity fits with this Plan or can provide a service for Dorset.



# APPENDICES AND SUPPORTING DOCUMENTS

## NATIONAL

- The Strategic Policing Requirement [\(click here\)](#)
- Policing Vision 2030 [\(click here\)](#)
- Police Reform and Social Responsibility Act [\(click here\)](#)
- Tackling Violence Against Women and Girls Strategy [\(click here\)](#)

## LOCAL

- Dorset Criminal Justice Board Business Plan [\(click here\)](#)
- Bournemouth, Christchurch and Poole Community Safety Plan [\(click here\)](#)
- Dorset Community Safety Partnership Plan [\(click here\)](#)
- Prejudice Free Dorset Action Plan [\(click here\)](#)
- Dorset Youth Justice Plan [\(click here\)](#)
- APCC Strategic Plan [\(click here\)](#)
- Dorset Sustainability and Transformation Plan for Local Health and Care [\(click here\)](#)
- His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services Assessments [\(click here\)](#)







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