



Chief Constable's Annual Report

2019-20



Northamptonshire Police

Fighting crime, protecting people

Northamptonshire Police is “GOOD” at Crime Recording

“The people of Northamptonshire can be confident that if they report a crime, their force will take it seriously”

Zoe Billingham, HMICFRS

Northamptonshire Police has made significant improvements to its crime recording standards, with Her Majesty's Inspectors of Constabulary, Fire and Rescue Service (HMICFRS) awarding the Force a 'good' rating following their inspection visit in February and March 2020.

This good rating is a positive step forward for the Force since its last Crime Recording Integrity Inspection back in 2014 – which saw them performing at below expected standards.

The HMICFRS inspected all 43 police forces and their inspection process examines forces' ability to identify crimes, record them in a timely manner, identify the correct crime type in line with the Home Office Counting Rules for Recorded Crime (HOCR), take a victim focus approach to recording, record accurate data, examine if officers and staff involved in crime recording have appropriate training and that Forces identify victims of crime who are repeat victims, and those victims who are vulnerable. In addition, the cancellation of any crime previously recorded is also scrutinised for accuracy and victim updates.

The inspectorate report (read the full report [here](#)) said that Northamptonshire Police has made changes to its systems and processes to improve its crime recording.

As Chief Constable, I am thrilled we have received a 'good' rating from HMICFRS. There is so much great work happening across the Force at the moment and this report is another positive example. It's further evidence that we are moving forwards and really starting to make progress.

We need to continue the momentum and maintain these good crime recording levels, and in getting it right first time, which I'm confident we will achieve. We're aiming to be a high performing Force and certainly won't be resting on our laurels.

The inspection outlined areas where we still need to improve, such as increasing training particularly to our multi-agency safeguarding hub team, as well as improving things such as the collection of equality information – we are working to make sure these are addressed as quickly as possible.

This good rating has been achieved because of the hard work of our officers and staff and I want to thank them for making sure that crime is being recorded correctly, both to better support victims and to give us clearer information about the types of crime being committed across the County, and where it is being committed. Crime data helps us to better deploy our resources to respond to trends in criminal behaviour and supports us in our efforts to fight crime and protect people.”

Introdu



Please click [here](#) or visit
<https://youtu.be/fZffPapn5s4>
to watch my video

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Welcome to my second annual report as Chief Constable of Northamptonshire Police.

This has been quite a year and I am delighted to share with you the progress the Force has made over the past 12 months, in particular highlighting both the changes we have made and the exceptional progress which is benefiting communities across Northamptonshire.

Policing nationally in 2020 has never faced more challenges. Forces have been working hard to meet the Government's ambition to recruit 20,000 new officers. We are all facing extraordinary times living through a pandemic and for policing this has brought its own challenges with the introduction of new legislation to help the country stay at home, save lives and protect the NHS. And, most recently, policing internationally has encountered unprecedented scrutiny with the rise of the Black Lives Matter movement.

Northamptonshire continues to grow. Our population has increased by 0.9% in the past 12 months (6,413 people), more than anywhere in the East Midlands region and one of the highest areas of growth in England.

The Force's efforts to recruit more officers have been one of the best in the region and this year alone, during a two-month period, 629 people have submitted applications to join us. This is already 50 per cent more applications than we received in the whole of 2019, demonstrating what an attractive place Northamptonshire Police is to work.

Northamptonshire is a great place to live and work and when I came here to take leadership of this Force, I made a commitment to deliver a service that made Northamptonshire a hostile place for criminals.

Looking back over the last 12 months, it is hard to recognise this Force as the one I joined. We have lots to celebrate, from our growth in officer numbers to establishing a new and effective local policing model and more recently, moving in to state-of-the-art training facilities, as we continue to deliver against our Force mission of fighting crime and protecting people.

Working alongside the Police Fire and Crime Commissioner, Stephen Mold, we are investing both operationally and in our enabling functions. This is truly is an exciting time for a Force made up of exceptional people.

As I head into my third year, I am keen to focus on performance and to really accelerate our capability through technology. We have achieved so much and now the Force is more connected to its communities, delivering local policing, it is important to improve our performance and have the ambition to lead the way nationally with our practice and innovation.

I am honoured to serve as your Chief Constable and immensely proud too of the work being done by the officers and staff of Northamptonshire Police alongside the unwavering support of the communities we protect.



**Chief Constable
Nick Adderley**

Performance Insight

Force Priorities

I introduced Force priorities when I came to Northamptonshire, these are informed priorities from our threat and risk assessment.



Residential Burglary



**down
31 %**

(1,243 fewer victims)



Domestic Abuse



**down
2.8 %**

And we have
sustained
higher
satisfaction
for victims
of Domestic
Abuse
(89.8 %)



**Overall
Satisfaction**

74.9 %

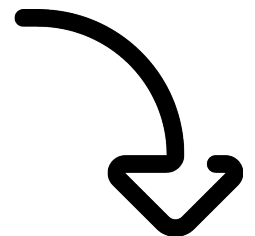
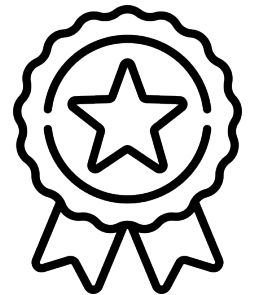
Public Confidence

Victim satisfaction
(overall service) is
at its highest level in
more than two years.

March 2020 - 74.9 %

March 2019 - 71.4 %

March 2018 - 70.2 %

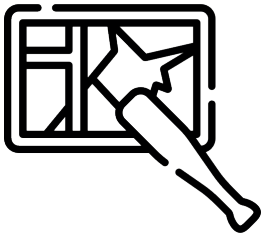


Higher for victims of Domestic Abuse (89.8 %) and Burglary (76.7 %)

Strongest driver of victim satisfaction is **"actions taken" – doing what we say**

Strongest driver of public confidence is **"Police being there when you need them"**

hts (April 2019 - March 2020)



Criminal Damage



down
2.1 %



Theft



down
12.1 %



Vehicle Crime



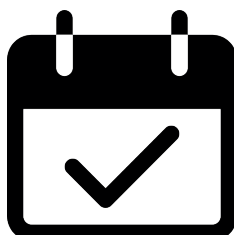
down
16.8 %



- 999 maintained call performance
- **Improved wait times, less abandoned calls and good satisfaction levels on contact**



- **Online reporting, more accessible contact, more and more online**
- **Use of technology for victims to make contact better**



- **Improved appointment systems and initial contact investigation.**
- **Wait times are now same day or within mainly 24hrs**

Operational Policing

Local Policing and Place Based Policing Model

In October 2019, the Force moved to a new geographical place-based policing model with two dedicated Local Policing Areas (LPAs) under the command of two Superintendents, leading resources in the North and West of the county overseen by a Chief Superintendent for Local Policing.

This move has given the Force greater oversight and ownership at a local level, providing communities with dedicated resources to focus on crime and investigation in their areas. These are yielding results in the shape of exceptional criminal justice outcomes for the public.

The Force continues to invest in drones, thermal imaging kits, trauma packs and stinger tyre deflation devices to better equip and enable our officers.

Use of Powers

The Force's approach to the use of powers has been commended by Her Majesties Inspectorate for Constabulary HMICFRS and the College of Policing.

The Force's Use of Powers group has put in place a clear governance structure that ensures all powers are used:

- Effectively
- Ethically
- And are open to scrutiny

The Force's Stop and Search working group has appointed an independent Community Co-Chair, Gilly Agelin-Jarrett this year and as we review the terms of reference for the Force's Reasonable Ground panel, it has never been a more important time to work with the communities of Northamptonshire to tackle the issue of disproportionality.

Taser

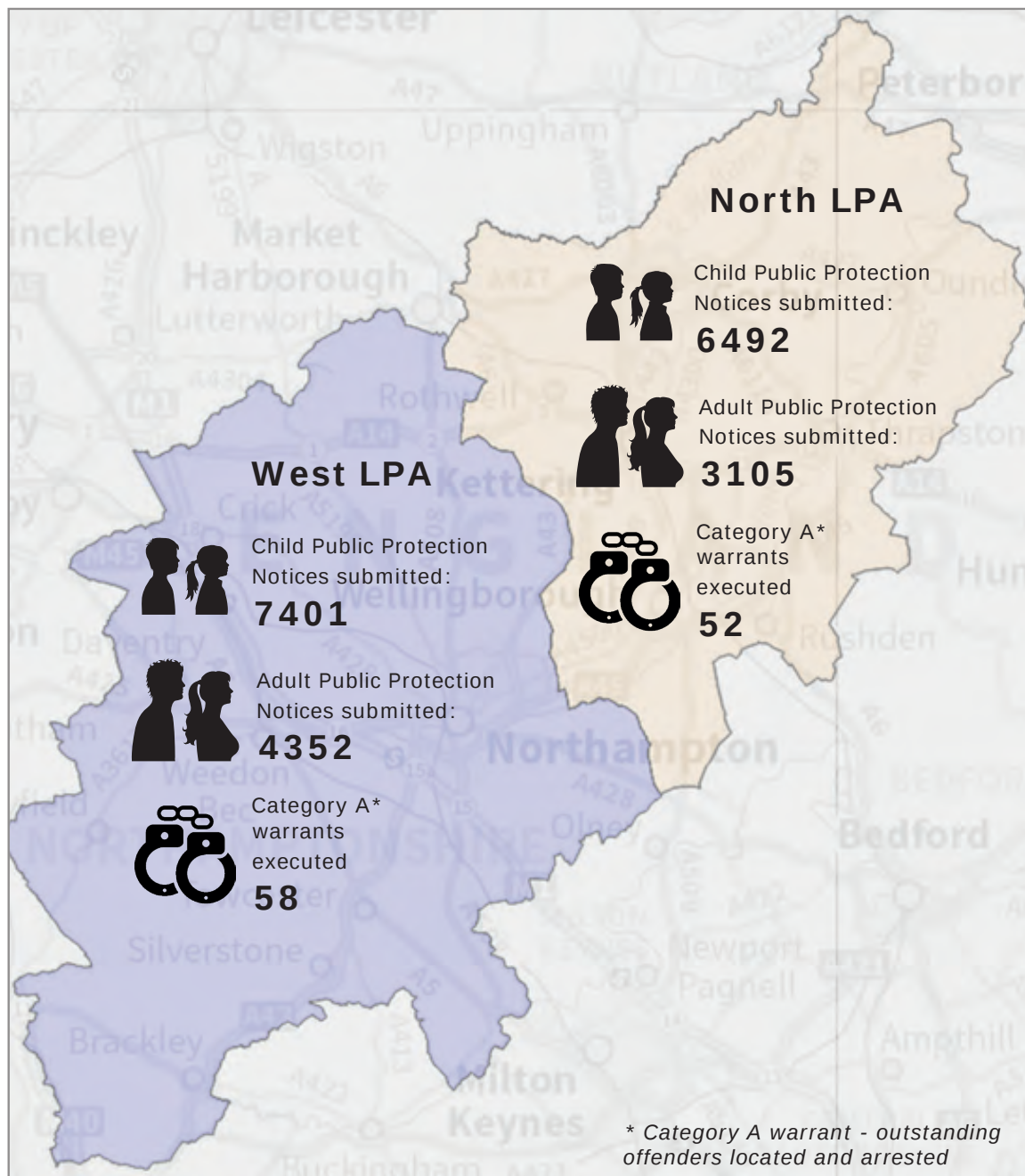
Last year we made a commitment to train every frontline officer with Taser, making Northamptonshire the first Force in the country to do so. So far this year, 280 officers have been trained, an increase of 86 since the start of the uplift. The training team are ahead of target to achieve this, despite the challenges with reduced training capacity as a consequence of Covid-19.

g Achievements

Public Protection Notices (PPNs)

Officers and Staff submit Public Protection Notices to the Local Authority where they have concerns regarding the welfare of individuals. As part of our ongoing partnership working, the data below gives a snap shot of how many adults and children have been safeguarded since October 2019.

Protecting the most vulnerable in Northamptonshire is a priority for the Force.



This data is reflective of the work undertaken when the LPAs were established in October 2019



The biggest rural crime story of the year was Operation Stock. From June 2019 and throughout last summer the county experienced a series of illegal sheep butchery offences which made national headlines with 12 reports resulting in more than 145 sheep and lambs being killed and butchered illegally.

Operation Stock was launched to investigate and prevent further incidents.

The majority of the crimes occurred in Daventry (63%), followed by South Northants (25%).

In October 2019 three men were arrested and charged and sentenced in February and March 2020 to a total of 10 years and seven months. The proactive patrols coupled with positive engagement with local communities resulted in the arrest of these offenders.

Officers across Local Policing and Crime, alongside partners including the Office of the Police, Fire and Crime Commissioner, the National Farmers' Union, Environmental Health and Northamptonshire County Council Trading Standards all played a part in the success of this Operation.

Proactive Policing

The proactive team have continued to deliver intelligence-led policing across Northamptonshire in response to some of the most harmful and complex criminal activity in the County.

Throughout the year, proactive officers have carried out stop-searches, executed warrants and conducted patrols in areas where we have identified - through intelligence - drug dealing and organised criminality.

These activities have resulted in the recovery of firearms and ammunition, Taser, pepper spray and high volumes of controlled drugs of all classes. Successful prosecutions have followed and there is no doubt these efforts are making it harder for organised criminality to be carried out in the county.

Operation Lily

Operation Lily was launched in August 2019 after there were concerns around rising crime and anti-social behaviour in and around Northampton town centre.

The Operation provided increased resources to policing the town with the following objectives:

- Reduce overall crime in the area
- Reduce calls to the Force Control Room
- Tackle drug-dealing (with focus on Market Square and County Lines)
- Tackle retail crime
- Tackle street drinking
- Tackle issues on the Drapery (including McDonalds)

The success of Operation Lily was fully appreciated when it was assessed early in 2020 against the above objectives.

- Crime reduced
- 73% of stop/searches carried out

were in connection with drugs

- During the six-month period analysed figures would show a 72% reduction in retail crime when Operation Lily was running compared with the same period during the previous year
- During the first three months of the Operation, a total of 673 alcohol seizures were made with 44% of these in Abington Street alone.
- Youth related crime reduced by 33%
- Crimes in McDonalds reduced by 41%

Other relevant data and contributing factors

- The number of arrests on the town rose by 49% (total of 282)
- Bicycle theft in the town fell by 39%
- Extremely positive partnership feedback was received which included representation from the Community Safety Partnership

Rural Crime

The Force continues to invest in rural crime across the county, which faced significant challenges in 2019 with Operation Stock. Officers have worked well alongside our farmers and rural communities and in the coming months, Northamptonshire will see an increase in dedicated rural crimes officers, something we have listened to the public about and responded accordingly as part of our engagement.

Achievements acro

It has been a significant year for the Crime team at Northamptonshire Police with some highly successful operations delivering some remarkable results. Northamptonshire may be a rural Force but it faces Metropolitan-level crime issues due to its road and rail networks which have led to organised crime groups (OCGs) and county lines operating across the county. This is a Force priority area for Northamptonshire police and the last 12 months have seen some significant disruption to this area of crime.

Operation Poetry

In January 2019 Northamptonshire Police began an investigation into county lines. A dedicated team of officers and specialist colleagues wanted to understand the scale of the issue with the ultimate aim being to dismantle and remove as many lines as possible.

Between January 2019 and September 2019, utilising non-conventional policing tactics, evidence and intelligence was captured linking over 125 persons to drugs lines operating within Northampton town centre. With analytical and intelligence support, the structure and governance of more than 30 drug lines were established with more than 20 of these lines being county lines where the phone line sat in either London or Birmingham.

Over four weeks in October 2019, in excess of 65 warrants were executed in Northampton, Birmingham and London targeting those the investigation had captured committing criminal offences. On each of the 15 days of enforcement action, more than 90 officers a day were tasked with executing warrants and pursuing those listed as wanted. During this period more than 120 offenders were arrested, with more than 100 charged with various offences including conspiracy to supply A drugs (cocaine and heroin). In excess of 60 were charged and remanded to the courts.

Since November 2019 those charged have begun appearing at Northampton Crown Court in for sentencing. A further 65 offenders remain pending trial or sentence, which has been delayed due to Covid-19.

Financial Investigations

There has been significant progress in the Financial Investigation Unit during the last 12 months, cash seizures rose from £64k to nearly £230k.

In one key case this year, £1.125 Million was recovered for the victim. Ongoing work then went on to identify an additional £200,000 after revisiting the financial investigation now that the offender's pension is becoming payable.

Op Marigold was launched following the seizure of £2.7 million of class A and B drugs from a self-storage unit in Northampton in July 2019. Inquiries also led to the subsequent discovery of a vast cannabis factory in an industrial unit in Moulton Park. The total value of all the drugs seized is now approaching £4 million.

A very detailed investigation revealed the drugs were/are being sold by a resilient OCG. The drugs were bought using crypto-currency and shipped nationally and internationally via local Post Offices using the Royal Mail Special Delivery network.

The investigation has led to the first mapping of an OCG in the region which utilises crypto-currency and the dark web as a means of operating. It has also led to the first crypto-currency asset seizure in the history of the Force.

All this required good collaborative working, both internally and externally (including the FBI). There have also been a number of successful covert tactics used. There have been multiple enforcement stages to date, leading to further arrests and seizures of significant quantities of drugs and cash, along with further equipment used to mass produce drugs.

The investigation also explored new digital platforms/software, providing unrivalled intelligence for the Force and regional colleagues around this type of criminality and, in the process, generating policies and procedures to tackle it.

To date, three members of the OCG have been charged and remanded in custody, all of whom have entered guilty pleas and are awaiting sentence.

Support Services (e

Enabling Services is an area of the Force which has worked at significant pace through the last year. At the heart of what we do are our enabling functions: Information Services, Human Resources, Finance, Estates and Fleet.

The Police, Fire and Crime Commissioner has continued to invest in shared estates for both Police and Fire, thus providing efficient services for the public and this year teams across both services are working hard to prepare for a shared facility in a new state-of-the-art building.

This is an exciting time for both blue light services and the continued investment in improved estates means we can train better and provide the best kit, equipment and environment for our staff, to better serve the county.



nabling functions)

Giffard House

A new building purchased by Police, Crime and Fire Commissioner Stephen Mold in 2019, has undergone a six-month refurbishment to create a bespoke training facility for Northamptonshire Police.

This has been an important and long-awaited investment for policing in the county and will add much needed capacity to support the Force's drive to recruit hundreds more police officers.

This investment in the future will shape the next generation of Northamptonshire Police officers and ensure they have the requisite skills and abilities needed to keep the county safe.





Recruitment

It has been a really exciting year for police recruitment, particularly in Northamptonshire.

When I joined on August 6, 2018, we had 1,263 officers, we currently have 1326 (an overall increase of 63).

Our recruitment targets are ambitious and to account for natural wastage in staff turnover, the Force needs to recruit 560 new officers between October 2019 and March 2023.

The Force is currently on target with its uplift, one of the healthiest recruitment trajectories in the region and we are forecast to have 1,550 officers in by March 31, 2023.

In addition to police officer recruitment, the Force has invested in leadership and this year we will see the introduction of six additional Superintendents to further develop a number of teams across the Force, as we increase in size and strive to put more energy and focus into priority areas.



Digital Capabilities

Significant work has taken place since March 2019, within the Digital Hub and across the wider Force, to reduce queues or outstanding work, to educate staff in respect of digital evidence, to streamline processes and to strive towards a sustainable model that will support our vision to “be a digitally-enabled force, skilled and equipped to fight crime and protect people in a digital age”.

In June 2019, a review of all outstanding digital device submissions began and within eight weeks, every case was independently assessed and a 40% reduction of the queue achieved, providing a much clearer understanding of the remaining worklist.

The Force has invested in technology which has had a positive impact on the time it takes for mobile device examinations, thus making investigations swifter where such reviews are required.

Northamptonshire Police is already one of the most technically-enabled Forces nationally with officers and staff equipped with the right kit to work remotely. Digital investment now means officers can do a significant proportion of their work on handheld devices in real time, while moving from job to job.

Policing through th

Operation Talla was the national policing operation which saw Northamptonshire Police working alongside health and social care partners across the county to keep the public safe from Coronavirus.

The Force is working hard within the communities we serve to enhance patrols, work positively with the public and help people to navigate through a new and restricted way of living. On the whole the county has been compliant and the policing operation through Op Talla was exemplary. It has also been a period with the lowest sickness levels in the Force's history.

It has been an incredibly difficult year, with real tragedy and loss for so many, but the Force could not have delivered such a seamless policing operation without the compliance of communities across the county.

It has also been humbling to see the appreciation, donations of food, messages of thanks and general support. At a time when policing has faced much pressure, scrutiny and criticism, it was our communities who raised spirits and showed real support in a variety of ways to help our officers and staff work through such uncertain times.

As we now move into the next phase of lockdown, and new ways of working, the Force has learned so much and has committed to some new working principles, which will ensure we are a modern, agile police force, fit for the future.



e Pandemic

Neighbourhood Policing at its finest

During lockdown, the Northampton Neighbourhood Policing Team have seen a big increase in intelligence coming from our communities, particularly around drug-dealing. We believe this is as a result of more people being at home and the neighbourhood policing increasing its accessibility, performing more patrols during this period while other incident and crimes types have reduced.

To that end, across Northampton since the start of the lockdown, the Neighbourhood Team with the help

of the community have executed in excess of 20 drugs warrants. In addition Neighbourhood Officers have discovered a number of cannabis grows worth hundreds of thousands of pounds, notably one in a former Nationwide Bank in St Leonard's Road, Far Cotton. We have tackled an organised drug dealing including county lines. Neighbourhood policing activity has had a significant impact and led to the eradication of drug dealing networks and the imprisonment of several leading gang members.



What next?

The Police, Fire and Crime Commissioner and I continue to work together with shared objectives, to ensure the policing service for the public of Northamptonshire is improving and of a high standard.

The support and accountability applied to me from the Commissioner, continues to help shape a police service that is reflective of the needs identified through our strategic threat and risk assessment coupled with what the public wants in order to feel safe and protected.

I would encourage you to read the Commissioner's Annual Report, (link provided) in which he also shares his insights and perspective on the Force's achievements and our shared journey through the last year.

In the next 12 months I have further ambitions for Northamptonshire Police. This is an exciting time for the county in terms of public service with the creation of two new local authorities as part of the Future Northants Programme. I intend to work closely with my teams and the new authorities to ensure we are looking to the future to understand vulnerability and future demand, with a real focus on prevention and intervention.

A new Innovation hub will be created to work with partners, ensuring more academia and research is used to

shape our operational policing. Thanks to detailed analysis over the past 12 months we now have a far better understanding of what future demand looks like.

The task ahead now is to work collaboratively to manage as much of this future demand as we can and to protect the most vulnerable in society. Whether it be domestic violence, child sexual exploitation or county lines, we will be committing resource to understand and prevent it.

The Force will continue to enhance its digital capabilities. We have already increased our use of technology across digital evidence in the crime world and as an organisation we have become more agile during Covid-19. I have committed that the Force will not go back to old ways of working and instead work more creatively to deliver a service that better reflects the digital world we now live in.

In the coming year I have set expectations for my officers and staff to put much more focus on understanding performance. This will enable the service to predict crime in our neighbourhoods and to use data to inform when and where communities will benefit from more visibility in order to drive crime out of the county, something I fully recognise is so important to the public.

In the coming months, as we plan our move to a new location, the public can also expect to see Interceptors being introduced. This will see 10 new high performance vehicles introduced across our response fleet to ensure we have the right resources in place to address road crime and organised crime across our transport networks.

This is an investment that will bring results and make Northamptonshire an even more hostile place for criminals.

Road safety and knife crime will also be areas I will be focusing resources on as I start my third year as Chief Constable. The public can expect to see a sustained road safety campaign to address poor driving standards and dedicated resources introduced to tackle knife crime.

Our focus on residential burglary in 2019-20 has brought a 30% reduction in home invasions and my ambition is for a significant improvement across all Force priority areas.

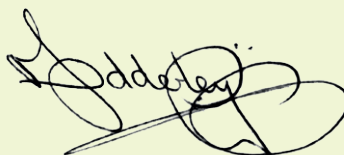
As I reflect on my second year as Chief Constable of this Force, I feel very proud of the efforts of all of our people who have worked exceptionally hard again to serve the people of this county.

This remains an exciting time for Northamptonshire Police, and I am incredibly proud to be a part of it and

to have the chance to meet so many members of the community, see the great work that is being delivered and to listen to the public as they talk so supportively of the Force.

Public confidence is one of the most important gauges to me. It tells me if we are getting things right and although it is the highest it has been for several years, we can still improve on this and continue to gain the trust and confidence that this county, Northamptonshire, is a safe place for all who live, work and visit.

Thank you and I look forward to the year ahead.



**Chief Constable
Nick Adderley**





In an emergency call **999**
For non emergencies call **101**



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Northamptonshire Police

Fighting crime, protecting people