

## Tackling crime and antisocial behaviour

## Protecting vulnerable people

## Enabling fair treatment

### Our strategic vision:

**1.1** In delivering the Police and Crime Plan we will help to keep people in South Yorkshire safe by fighting crime, tackling anti-social behaviour and protecting vulnerable people. We are committed to developing an outstanding police force, so that our communities can have trust, confidence and pride in us.

### What we have to deliver:

**2.1 Deliver outstanding neighbourhood policing and protect the vulnerable: ACC Tim Forber and ACC Lauren Poultney**

Create close community links and engage with people in neighbourhoods in order to understand their policing needs and requirements with a focus on empowering communities, intervening early, valuing diversity and protecting vulnerable people.

**2.2 Proactively understand and prevent crime and harm: ACC Lauren Poultney**

Understand our current and future demand, prioritise based on evidence, solve problems, identify prolific offenders and people at most risk of harm, identify emerging crimes, and support national requirements.

**2.3 Tackle crime and antisocial behaviour: ACC David Hartley, ACC Lauren Poultney and ACC Tim Forber**

Respond to and solve victim-based crime, bring offenders to justice and proactively manage offender cohorts with focus on tackling child sexual exploitation, domestic abuse and organised criminality.

### The foundations of our success:

**3.1 Collaborate in effective partnerships: ACC Tim Forber**

Review and reconstruct our partnership structure, develop 2-way partnerships with clear strategic intents, defined ownership, good communication and responsibilities that deliver results in an integrated way.

**3.2 Deliver excellent victim-led service: ACC Lauren Poultney**

Ensure victims are at the centre of our service. We treat victims, witnesses and customers with respect, empathy and compassion in our service delivery

**3.3 Communicate and engage effectively: DCC Mark Roberts**

Engage and communicate internally and externally (with the public, the media and our partners) in a proactive, confident and positive manner.

**3.4 Use technology and data effectively: Interim DF Jackie Bland**

Update our IT systems and skills, improve the use of data and analytics, ensure better integration and access to information.

**3.5 Further our detailed understanding of demand and match resources accordingly: Interim DF Jackie Bland**

Move to a local policing model with the right people, with the right skills, in the right roles, with the right equipment and right estate to deliver policing in line with our current and future demand.

**3.6 Attract and manage our talent: Interim DF Jackie Bland**

Anticipate and build capacity, ensure continuous professional and personal learning and development in line with organisational needs and focus on succession planning and diversity.

**3.7 Value our people: ACC David Hartley**

Focus on people's health and wellbeing, foster a supportive and positive working environment in which people feel valued, trusted, empowered and proud to work here, build confidence by celebrating success and valuing individual contributions

**3.8 Continue to enhance our strong and stable leadership: DCC Mark Roberts**

Ensure effective, optimistic and supportive leadership that is consistent across all levels of the organisation.

### Efficiency and productivity:

**4.1 Improve the effectiveness and efficiency of our internal processes:**

**Interim DF Jackie Bland**

Review and continuously improve our key processes, eliminate internal inefficiencies and failure demand and implement best practices.

**4.2 Use our resources well: Interim DF Jackie Bland**

Make sure our people and their time are used most effectively, and ensure our estate and equipment are fit for purpose and used both sustainably and more effectively.

**4.3 Manage our finances: Interim DF Jackie Bland**

Develop strong financial management and create and implement a sustainable financial plan that aligns our resources with our strategic and operational priorities.

**4.4 Governance and compliance: DCC Mark Roberts**

Ensure we have good governance in place and that we comply with regulations and professional standards.

**We will ensure we deliver in line with the Code of Ethics with particular emphasis on our values of integrity, openness, fairness, respect, honesty, courage and teamwork.**