

## 'Setting Cornwall-wide Equality Objectives'

Wadebridge 01/03/16

### Police Perspective

Key points:

Devon and Cornwall Police is driven by its Mission:

- 1) We detect and prevent harm; protect the vulnerable and reduce crime
- 2) We work together as one team to safeguard communities and neighbourhoods
- 3) We are sustainable and resilient and provide a high quality service to the public
- 4) We act in accordance with the national Code of Ethics and our Force standards of behaviour.

In challenging economic times we need to prioritise our work in line with our Mission, with the emphasis on where there is most risk to people e.g. child sexual exploitation; hate crime; organised crime groups who prey on the most vulnerable.

Independent advisors have been involved in consultation to assist us in identifying what we need to maintain as core business. Indications were that their thoughts reflected our Mission: putting people, particularly safeguarding people, at the heart of police activity.

Hate crime & hate incidents have fallen by 18% in Cornwall over the last 12 months, though anecdotally it feels that incidents aren't decreasing. There is a need to understand the trend. Community engagement is key, ensuring that we share the right messages. Despite resourcing challenges, communities need to be reassured that we take these matters seriously.

A third party reporting pilot is underway with partners. Good practice will be shared and used in other areas.

It is important to consider the needs of victims when deciding how to progress an investigation. Work is underway with partners to look at community resolution approaches. Early intervention can prevent negative behaviours from escalating.

Our Victim Crime Unit looks at victim after care.

Hate Crime Scrutiny Panels quality assure the investigations we conduct.

Biggest challenge is to identify hidden victims. Again, partnership working and community engagement is vital. There is joined up work to assist in identifying and tackling Modern Slavery.

Police Equality Objectives:

- 1) To have effective engagement and provide improved access to information and services
- 2) To continue to tackle hate crime and protect those at risk of targeted abuse and violence
- 3) To continue to tackle violence against women and children
- 4) To build an inclusive Police workforce that reflects the communities we serve

We have introduced specialist Sexual Offences and Domestic Abuse Investigation Teams.

To have credibility and authenticity we need to recruit and retain people from across our whole diverse community, as well as reduce under representation in specialist roles, ranks and grades.

Everything we say and do should promote community cohesion.

There is an opportunity to share with those people escaping war elsewhere in the world all that is good about living in Cornwall.

Partnership working, community engagement and collaboration continue to be as important as ever.

Inspector Gareth Twigg

Devon & Cornwall Police Diverse Communities Team