

Police and Crime Plan – Delivery Plan

Pillar Name (P) or Theme	Local Priority (LP) or Thematic Subject	PCC/OPCC Action / CC Holding to Account	Commitment	KPIs	Baseline Data	Monitoring Frequency	Next Review Date	When
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness <i>- Ensuring police officers and staff are as efficient and effective as possible through improved technology, equipment and training</i>	PCC/OPCC action	Seek to expand Warks Police workforce to meet the needs of a growing population, where funding allows.	(a) %/Number expansion of the Warwickshire Police workforce	XX Police Officers for 31 March 2025	Annually	01-Mar-2026	Apr-26
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness <i>- Ensuring police officers and staff are as efficient and effective as possible through improved technology, equipment and training</i>	PCC/OPCC action	Seek to grow the Special Constabulary and other voluntary programmes, including the introduction of specialist roles that draw on business and industry expertise.	(a) Growth of the Special Constabulary (b) Growth of other voluntary programmes (c) Introduction of specialist voluntary roles	XX Special Officers for 31 March 2025	Annually	01-Mar-2026	Apr-26
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness <i>- Ensuring police officers and staff are as efficient and effective as possible through improved technology, equipment and training</i>	PCC/OPCC action	Invest in technology solutions to automate routine tasks, improve productivity, and support complex investigations.	(a) Level of investment in technology solutions to automate routine tasks, improve productivity, and support complex investigations.	Six monthly data review	Six monthly	01-Sep-2025	Apr-27
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness <i>- Ensuring police officers and staff are as efficient and effective as possible through improved technology, equipment and training</i>	PCC/OPCC action	Support workplace wellbeing programmes, ensuring officers and staff have access to resources to manage the challenges of their roles effectively.	(a) Availability of workplace wellbeing programmes and resources to support officers and staff	Monthly performance insights	Monthly		Jul-26
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness <i>- Ensuring police officers and staff are as efficient and effective as possible through improved technology, equipment and training</i>	PCC/OPCC action	Work with partners to ensure that those in crisis receive the support they need from the most appropriate professionals, freeing up police to focus on core duties.	(a) Provision of support to those in crisis from the most appropriate professionals				Dec-25
(P1) Strengthen Policing	(LP) Build Trust and Confidence <i>- Ensuring high standards of conduct across policing to build the trust and confidence of the community</i>	PCC/OPCC action	Support the strengthening of policing standards through continued regular assurance meetings with Warwickshire Police's Professional Standards Department and the Independent	(a) Number of regular assurance meetings with Warwickshire Police's Professional Standards Department	Quarterly data	Annually	01-Sep-2025	Apr-26

			Office for Police Conduct, as well as conducting complaint reviews where appropriate.	(b) Number of regular meetings with the Independent Office for Police Conduct (c) Number of complaint reviews conducted					
(P1) Strengthen Policing	(LP) Build Trust and Confidence - Ensuring high standards of conduct across policing to build the trust and confidence of the community	PCC/OPCC action	Foster partnerships between the police and local community groups to strengthen trust and collaboration.	(a) Number of maintained and new partnerships between the police and local community groups					Sep-26
(P1) Strengthen Policing	(LP) Improve Results - Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented	PCC/OPCC action	Work with all criminal justice partners to ensure that victims receive clear and accessible information about their rights under the Victims' Code and how to access support.	(a) Level of compliance by all criminal justice partners with the requirements to ensure that victims receive clear and accessible information about their rights under the Victims' Code and how to access support.					Dec-25
(P1) Strengthen Policing	(LP) Improve Results - Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented	PCC/OPCC action	Advocate for improved referral pathways between police and specialist support services to ensure seamless and timely assistance for victims.	(a) Number of quality referrals between police and specialist support services that ensure seamless and timely assistance for victims.					Dec-25
(P1) Strengthen Policing	(LP) Improve Results - Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented	PCC/OPCC action	Use victim feedback to identify areas for improvement in processes and highlight good practices for wider adoption.	(a) Application of mechanisms to obtain victim feedback to identify areas for improvement in processes and highlight good practices for wider adoption. (b) Evidenced utilisation of victim feedback to improve processes and promulgate good practice.					Dec-25
(P1) Strengthen Policing	(LP) Improve Results - Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented	PCC/OPCC action	Support the use of Restorative Justice approaches to help give victims a voice and for offenders to understand the impact of their actions.	(a) Number of Restorative Justice approaches used to help give victims a voice and for offenders to understand the impact of their actions.					Oct-25
(P1) Strengthen Policing	(LP) Improve Results - Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented	PCC/OPCC action	Advocate for the appropriate use of Out of Court Resolutions to ensure timely justice while reducing pressure on the wider criminal justice system.	(a) Number of Out of Court Resolutions used to ensure timely justice while reducing pressure on the wider criminal justice system.					Jan-26
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness - Ensuring police officers and staff	Chief Constable H2A	Maximising workforce productivity and resource allocation for effective policing.	(a) Evidence of maximised workforce productivity and	Quarterly	Quarterly	01-Jul-2025		Jun-26

	<i>are as efficient and effective as possible through improved technology, equipment and training</i>			resource allocation for effective policing.					
(P1) Strengthen Policing	(LP) Increase Policing Effectiveness <i>- Ensuring police officers and staff are as efficient and effective as possible through improved technology, equipment and training</i>	Chief Constable H2A	Ensuring technology and equipment investments improve efficiency, service delivery, and early intervention.	(a) Level of technology and equipment investments to improve efficiency, service delivery, and early intervention.	Quarterly	Quarterly	01-Jul-2025	Jan-27	
(P1) Strengthen Policing	(LP) Enhance Neighbourhood Policing <i>- Boosting police visibility, working closely with communities to prevent crime and address local priorities</i>	Chief Constable H2A	Maintaining visible and consistent Safer Neighbourhood Teams focused on local priorities.	(a) Extent to which Safer Neighbourhood Teams have been consistently maintained at a 100% staffing level.	Quarterly	Quarterly	01-Jul-2025		
(P1) Strengthen Policing	(LP) Enhance Neighbourhood Policing <i>- Boosting police visibility, working closely with communities to prevent crime and address local priorities</i>	Chief Constable H2A	Enhancing engagement with residents to ensure responsive services.	(a) Number of engagements with residents to ensure responsive services.				Jan-28	
(P1) Strengthen Policing	(LP) Enhance Neighbourhood Policing <i>- Boosting police visibility, working closely with communities to prevent crime and address local priorities</i>	Chief Constable H2A	Embedding evidence-based crime prevention in local policing plans.	(a) Number of prevention initiatives deployed in local areas on local community safety/crime and disorder priorities (CSP and SNT) (b) Extent to which local community safety/crime and disorder priorities have been reduced					
(P1) Strengthen Policing	(LP) Improve Results <i>- Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented</i>	Chief Constable H2A	Maintaining a sustained focus on improving the quality of investigations to deliver better outcomes for victims and ensure justice.	(a) Improved quality of investigations (b) Better outcomes for victims	Quarterly	Quarterly	01-Jul-2025	Oct-25	
(P1) Strengthen Policing	(LP) Build Trust and Confidence <i>- Ensuring high standards of conduct across policing to build the trust and confidence of the community</i>	Chief Constable H2A	Ensuring transparency and accountability in handling misconduct investigations and promoting a culture of integrity across the force.	(a) Evidence of the level of transparency and accountability in handling misconduct investigations (b) Evidence of the extent to which a culture of integrity has been promoted across the force.	Quarterly	Quarterly		Aug-25	
(P1) Strengthen Policing	(LP) Improve Results <i>- Delivering improved results for victims by improving investigations which bring more offenders to justice and ensuring the Victims' Code is implemented</i>	Chief Constable H2A	Ensuring compliance by Warwickshire Police with the Victims' Code to support victims throughout the justice process.	Compliance by Warwickshire Police with the Victims' Code to support victims throughout the justice process.				Dec-25	

(P2) Safeguard People	(LP) Reduce Road Casualties <i>- Reducing deaths and serious injuries on our roads by half by 2030, through proactive policing, partnership working, education and advocacy.</i>	Chief Constable H2A	Increasing the visible policing presence on key road networks to enhance public confidence and deter dangerous and anti-social driving and riding behaviours.	(a) Number of hours providing a visible policing presence on key road networks to enhance public confidence and deter dangerous and anti-social driving and riding behaviours.	Holding to Account	Annually	Annually	01 -Mar-2026	Jun-25
------------------------------	--	----------------------------	---	--	--------------------	----------	----------	--------------	--------

Pillar Name (P) or Theme	Local Priority (LP) or Thematic Subject	PCC/OPCC Action / CC Holding to Account	Commitment	Activity Type	Baseline Data	Monitoring Frequency	Next Review Date	When
National Policing Priorities	Capability	PCC/OPCC action	Work closely with regional partners to ensure there is a shared capability to deliver against national threats, with appropriate governance mechanisms in place to effectively assess performance.	Existing Activity				Sep-28
National Policing Priorities	Activity	PCC/OPCC action	Highlight the range of actions taken to deliver against the Strategic Policing Requirement in my Annual Report.	Statutory Requirement		Annually	01-Jun-2025	Mar-26
National Policing Priorities	Governance	PCC/OPCC action	Ensure Warwickshire Police, my office and local partners discharge their Prevent Duty effectively.	Statutory Requirement	Annually			Dec-26
National Policing Priorities	SPR	Chief Constable H2A	Delivery of the Strategic Policing Requirement.	Holding to Account	Annually	Quarterly	01-Jul-2025	Mar-26
National Policing Priorities	SPR	Chief Constable H2A	Delivery of the Prevent Duty by Warwickshire Police.	Holding to Account	Annually	Quarterly	01-Jul-2025	Mar-26
Equality, Diversity and Inclusion	Strategy	PCC/OPCC action	Regularly review and update the PCC Equality Strategy, ensuring objectives remain relevant, responsive to changing need and are transparently reported in my Annual Report.	Statutory Requirement	Annually	Annually	01-Mar-2026	Mar-26
Equality, Diversity and Inclusion	Volunteers	PCC/OPCC action	Support structured volunteer programmes that enable public participation in policing oversight and community safety, ensuring services are inclusive, accessible, and representative.	Existing Activity	Quarterly	Quarterly	01-Jul-2025	Apr-26
Equality, Diversity and Inclusion	Equality	Chief Constable H2A	Delivering Warwickshire Police's Public Sector Equality Duty effectively.	Holding to Account	Annually	Annually	01-Mar-2026	Aug-26
Equality, Diversity and Inclusion	Strategy	Chief Constable H2A	Ensuring Warwickshire Police implements the national Police Race Action Plan.	Holding to Account	Annually	Annually	01-Mar-2026	Nov-25
Finance and Resources	Funding	PCC/OPCC action	Set a balanced budget which meets the operational needs of policing while ensuring value for money and a fair deal for local taxpayers.	Statutory Requirement				Jun-26
Finance and Resources	Funding	PCC/OPCC action	Regularly review and update the Financial Plan to ensure financial sustainability while addressing inflation and service pressures.	Existing Activity				Jun-26
Finance and Resources	Funding	PCC/OPCC action	Advocate for fair funding settlements from the Government which reflect local needs.	Expansion				Jan-27

Finance and Resources	Funding	PCC/OPCC action	Publish and maintain a detailed Commissioning Strategy, setting out principles for responsible and transparent commissioning.	New	Exists yes/no	Annual	01-Jun-2025	Sep-26
Finance and Resources	Commissioning	PCC/OPCC action	Commission services that provide tailored support, including advocacy, counselling, and practical assistance for victims and survivors.	Existing Activity				Sep-26
Finance and Resources	Commissioning	PCC/OPCC action	Monitor the effectiveness of commissioned services through regular performance reviews and feedback from service users.	Existing Activity				Sep-26
Finance and Resources	Commissioning	PCC/OPCC action	Provide an annual grants scheme for projects and initiatives designed to prevent and deter crime, disorder, and anti-social behaviour	Existing Activity	2024/25 spend	6 monthly	01-Sep-2025	Oct-26
Finance and Resources	Commissioning	PCC/OPCC action	Work with Community Safety Partnerships and key Local Authority partners to fund local interventions that reduce crime and disorder.	Existing Activity				Apr-28
Finance and Resources	Commissioning	PCC/OPCC action	Invest in evidence-based programmes addressing the root causes of crime, including substance abuse and those aimed at reducing reoffending.	Existing Activity				Apr-28
Finance and Resources	Commissioning	PCC/OPCC action	Seek opportunities to bring extra resources for commissioned services, bidding for funding streams as they arise, for example from the Home Office or Ministry of Justice.	Existing Activity				Jan-27
Finance and Resources	Collaboration	PCC/OPCC action	Work closely with NHS England, the Integrated Care Board and local authorities to align efforts in supporting victims and improving community safety.	Statutory Requirement				Jan-29
Finance and Resources	Collaboration	PCC/OPCC action	Promote collaborative working between police, victim support agencies, and other key partners to improve outcomes for victims.	Existing Activity				Jan-29
Finance and Resources	Collaboration	PCC/OPCC action	Enter into legal collaboration agreements when needed, including with emergency services, to improve joint working.	Statutory Requirement				Sep-26
Finance and Resources	Collaboration	PCC/OPCC action	Regularly review existing agreements to ensure they are effective and up to date.	Existing Activity				Dec-25
Finance and Resources	Collaboration	PCC/OPCC action	Promote best practice across partnerships, ensuring strategies are consistent and evidence-based.	Existing Activity				Apr-28
Finance and Resources	Estates	PCC/OPCC action	Publish a comprehensive 5-year strategy outlining our commitment to creating a modern, safe, and sustainable police estate that supports effective policing and delivers value for money.	New	Exists yes/no	Annual	01-Jun-2025	Jul-25
Finance and Resources	Environment and Sustainability	PCC/OPCC action	Ensure the continued presence of police stations in major towns and population	Existing Activity	monthly	six monthly		Jul-25

			centres, providing accessible services for our communities.						
Finance and Resources	Environment and Sustainability	PCC/OPCC action	Publish a sustainability strategy.	New					Mar-26
Finance and Resources	Environment and Sustainability	PCC/OPCC action	Support initiatives to reduce Warwickshire Police's carbon footprint and which contribute to tackling the climate emergency.	New					Apr-26
Public Engagement	Consultation and Engagement	PCC/OPCC action	Refresh my Consultation and Engagement Strategy and keep it under review	Existing Activity			Annual	01-May-2025	Jan-26
Public Engagement	Consultation	PCC/OPCC action	Gather the views of Warwickshire residents on policing, crime, and anti-social behaviour	Statutory Requirement	Past survey data, including TONIC report, force public confidence surveys, Op Resolve feedback and community safety surveys.		Annual		Jan-27
Public Engagement	Consultation	PCC/OPCC action	Seek the opinions of victims of crime to understand their experiences and inform improvements in policing and criminal justice	Expansion			Every two years	2026?	Apr-26
Public Engagement	Consultation	PCC/OPCC action	Conduct annual consultations on the policing precept to ensure the community's voice is heard	Statutory Requirement	Summer consultation data to be incorporated.		Annual	01-Dec-2025	Nov-26
Public Engagement	Engagement	PCC/OPCC action	Amplify the voices of children and young people through the Child Friendly Warwickshire programme and a programme of continued dialogue with young people.	Expansion	Voice of Tomorrow reports, 2024 OPCC/WCC YP Big Conversation report		Annual		Apr-28
Public Engagement	Engagement	PCC/OPCC action	Seek opportunities to engage with community members who are seldom heard.	Expansion			Quarterly?		Apr-28
Public Engagement	Engagement	PCC/OPCC action	Engage with community groups to understand their concerns and represent their interests	Existing Activity			Quarterly		Apr-26
Public Engagement	Engagement	PCC/OPCC action	Connect with people who have lived experience of the criminal justice system to improve services and outcomes.	Expansion			Annually		Jan'27
Public Engagement	Engagement	PCC/OPCC action	Attend community meetings alongside police, local MPs, and councillors to address key local issues effectively.	Existing Activity			Quarterly		Aug-27