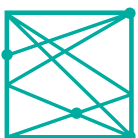


Northumbria Police and Crime Plan 2025-2029



**Safer streets:
Stronger
communities**



SUSAN DUNGWORTH
NORTHUMBRIA
**POLICE & CRIME
COMMISSIONER**

Safer streets: Stronger communities

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Foreword from Susan Dungworth

Your Northumbria Police
and Crime Commissioner

As I introduce my Police and Crime Plan, I want to make one thing clear - this is YOUR plan. It's a plan about ensuring you feel safe - whether out in public places or in what should be the comfort of your own home. It's also about ensuring Northumbria Police is there, and trusted to deliver for everybody, when they are needed.

Anyone who knows me, knows I love talking with people - listening to them and understanding them. Doing just that has been invaluable for shaping this plan and so my thanks go to everyone who I have spoken with since taking on this important role. Through this plan, I am delighted to have the

opportunity to champion your voices. Conversations on the Metro, emails into my office, responses on my Instagram or participation at roundtable events - it's all been fed into this document. In fact, my consultation received more responses than any other consultation ran by the office, and so I am grateful to all who have engaged with me. You've shared ideas, raised concerns and highlighted successes to build on too. This has all helped me form a collective vision for delivering safer streets and stronger communities for the people of Northumberland, Tyne and Wear.

I want Northumbria Police to be the best force at fighting crime and getting offenders before the courts. I also want our victims to be the most supported as they cope and recover from their experience and navigate the criminal justice system.



Ultimately though, my aim is to have less crime in the first place, and therefore, fewer victims needing support. With this in mind, at the heart of my plan I want us to be identifying the root causes and exploring ways to prevent crime from happening at all. I want us to get ahead of the game. This is not an easy task - policing needs change and financial pressured continue - Northumbria Police can't do it all. And so, my office works alongside our police force and partners, and we co-ordinate and fund a range of projects to educate and deter people away from crime and make our streets safer. The office also plays a key role in monitoring and scrutinising our force to ensure the policing response is both efficient and effective and is equipped to face evolving demands. This is all work I will be sure to regularly update you on.

So, I see this plan as a starting point - but what I really want to do is keep the conversation going, keep Northumbria Police responding to your needs, and ultimately keep you and your family safe.

Keep in touch,
Susan

My commitment to you

I will

- Listen to understand your issues and share information with you about the delivery of this plan.
- Hold the Chief Constable to account for the performance of Northumbria Police and making best use of resources.
- Be a visible PCC and stand up for people across Northumbria on local and national issues.
- Be open and transparent about my plans, performance and how money is spent.
- Lobby for the best funding for Northumbria Police.

Your Voice, Your Plan

Since my election in May 2024, I have prioritised getting out in the community, listening to victims, speaking to officers, and ensuring residents feel heard.

I have been able to get a real sense of what is working well and what concerns people have. In addition to our face-to-face conversations, I ran a public consultation, to hear from as many of you as possible across Northumberland and Tyne and Wear, this included local people and partner agencies. I'm particularly delighted that my online survey received over 3,400 responses telling me what your priorities are and what makes you feel safe. Your answers have shaped this plan, and I believe this can deliver 'Safer Streets and Stronger Communities' for Northumberland and Tyne and Wear. This plan is for 2025 - 2029, but I will continue to meet and listen to people living in, working in and visiting Northumbria and consider your responses to the Safer Communities Survey and User Satisfaction Surveys to ensure that, where needed, I will update the plan to include any new areas of concern.

My Police and Crime Plan has six police and crime objectives and reflects the crime and community safety issues that you have told me matter to your communities. I am committed to working with the Chief Constable, and other partners, to focus on the priority areas outlined in this plan and will regularly update you on the process being made.

- Engaged and responsive police force: deliver an engaging police service that's both efficient and effective.
- Crime and ASB: reducing and preventing crime and ensuring tackling ASB is a high priority, making residents feel safe and supported.
- Serious violence and organised crime: continue to embed a public health approach to reduce serious violence and ensure a robust and proactive stance is taken against organised criminals, protecting young people from falling into crime.
- Violence against women and girls: further develop long term work to change behaviours and educate people around healthy relationships, misogyny and consent.
- Hate crime and community cohesion: strengthen communities by supporting, listening and tackling hate crimes in all its forms.
- Victims and justice: improve awareness of the support available to victims and ensure it is easily accessible.



Message from the Chief Constable

I feel immensely privileged to serve as the Chief Constable for Northumbria Police, leading a force that is committed to keeping people safe and fighting crime in a fantastic region, rich in diverse, collegiate communities.

Our force remains determined to deliver an outstanding service by providing the right response to the public, investigating crime and tackling ASB effectively. We recognise those areas of policing that are most important to our communities in order for people to feel safe and secure as they live, work and visit our region.

Our force has three clear strategic objectives -

- 1. Focus on Prevention**
- 2. Be there when the public need us**
- 3. Deliver an outstanding service**

It is these three objectives that drive all our business areas and have formed the basis of structural change within force. Our 6 area commands now align with local authority boundaries, supporting greater ownership, leadership and accountability for performance at a local level.

We are passionate about ensuring we are there when you most need us. To support achieving this aim we have improved our response to emergency and priority calls, increasing our visibility through a preventative focus on crime and anti-social behaviour.

We will continue to work with a preventative approach to tackle the root cause of offending and support victims of crime.

It is my commitment to all our communities that we will deliver a force that is outstanding in the service we provide.

I look forward to working with the Police and Crime Commissioner to deliver the priorities that matter most to our communities.

Vanessa Jardine
Northumbria Police Chief Constable

Delivering this plan for you

Holding the Chief Constable to account

On your behalf, I will regularly meet with the Chief Constable and her senior team to examine and challenge the performance of Northumbria Police. I will focus on these priorities and the commitments I have made. I will also look at inspection findings to ensure that recommendations are implemented.

Working with partners is a key part of my role as chair of the Local Criminal Justice Board, and through this I will work to support an effective and efficient criminal justice system in our area.

Hosting External Advisory Panels which open police practices to service experts and community representatives. These provide constructive insight that is used to improve service delivery.

To ensure that you know what my office and Northumbria Police are doing on your behalf, I will publish performance information quarterly.

I will also attend the Police and Crime Panel, which scrutinises and supports me as your Police and Crime Commissioner.



Working in partnership

Partners bring their specialist skills to ensure the safety of communities. To prevent and reduce crime and anti-social behaviour, I will work with partners to respond to your priorities.

I will work with the community sector, local elected leaders, Community Safety Partners, criminal justice partners, and other services including fire, ambulance and health to understand and respond to the causes of crime, VAWG, and anti social behaviour and ensure community concerns are met with a greater resource.

I value the support of a range of volunteer schemes across all areas of crime and justice, and I will work closely with the Northumbria Police and Crime Panel welcoming their scrutiny

Supporting the delivery of national policing priorities

The Government's Safer Streets mission underpins the priorities of this plan. Integral to this mission is an ambition to halve knife crime and halve violence against women and girls within a decade, and rebuild public confidence in policing by getting police back 'on the beat'.

Resources are set to receive a boost as Central Government funding for policing will increase, with additional funding for neighbourhood policing to help the delivery of our local plans.

I support the Home Office's announcement of a new performance unit to help drive up performance and standards and welcome the role that PCCs will play in supporting the development of this framework.

A new 'National Centre of Policing' will help free up more time for officers and support them to get back out on the frontline raising standards and improving efficiencies.

Victims commissioning and grants

An important part of my role is to commission initiatives and services that prevent crime and disorder and help victims of crime in Northumbria.

To support victims of crime to recover from their experience, I will ensure that services are in place to meet their needs. Looking forward, I will collaborate with our local authorities and health partners with a view to improve the co-ordination of commissioned services for victims of sexual violence, domestic abuse, and serious violence.

I have introduced my Commissioner's Community Fund, which takes money recovered from criminals and reinvests it into our neighbourhoods to create safer and stronger communities. I will use this fund to provide small grants to support local voluntary and community groups that are working to improve the lives of people living in Northumberland, Tyne and Wear and contribute to delivering my Police and Crime Plan priorities.

Further details of my commissioning and grant funding can be found on my website www.northumbria-pcc.gov.uk.

Making the best use of resources

I will ensure that Northumbria taxpayers' money is well spent giving you the best value for your money. On your behalf, I will monitor financial arrangements and receive quarterly budget monitoring information. Working with the Chief Constable I will ensure that suitable opportunities are identified for joint procurement exercises to save money where we can. I will also focus on ensuring that Northumbria Police have a well-managed sustainable estate and vehicles that enable them to deliver policing effectively.

I have the support of the Joint Independent Audit Committee and external and internal audit providers to ensure good financial and organisational governance of Northumbria Police and the Office of the Police and Crime Commissioner.

People are a resource too, and I will ensure that the Chief Constable invests in the psychological and physical wellbeing of officers, staff and volunteers so they are well trained and feel safe to work in challenging and demanding circumstances.

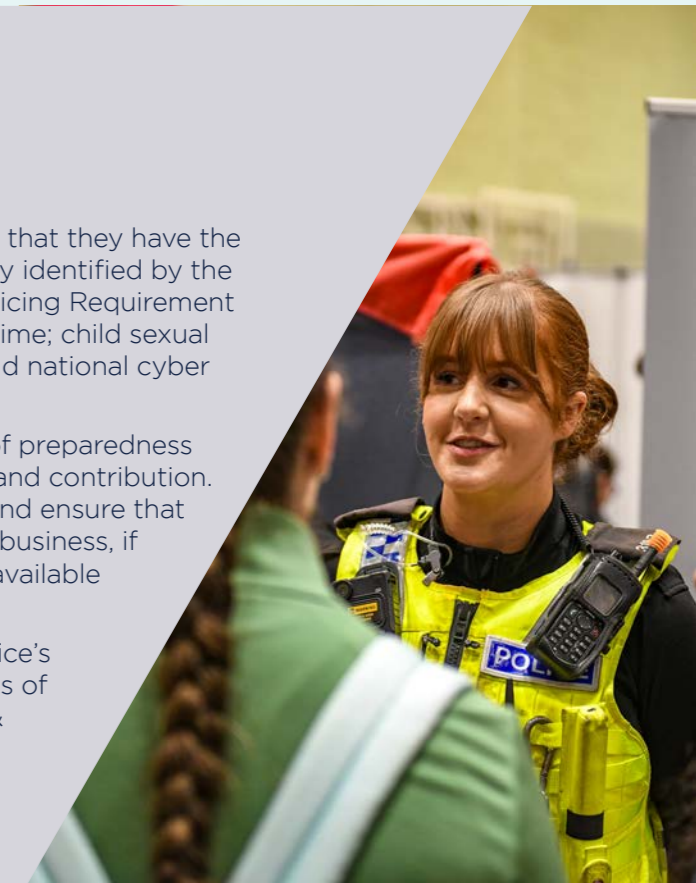
Opportunities will also be taken to further improve service delivery using better technological innovations and learning from best practice. Where possible, I will secure additional funding and continue to seek the best financial settlement from the government for policing in Northumbria.

Strategic Policing Requirement

All police force areas in England and Wales must demonstrate that they have the plans and capability to respond to national threats, as currently identified by the Government. These threats, contained within the Strategic Policing Requirement (SPR), are: terrorism; public disorder; serious and organised crime; child sexual abuse; violence against women and girls; civil emergencies; and national cyber security incidents.

As part of the SPR, Northumbria 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 Northumbria Police is ready to respond, in addition to normal business, if required to do so. I must also ensure that sufficient funds are available for this to be achieved.

I will hold the Chief Constable to account for Northumbria Police's ability to respond to these national threats and meet the needs of the SPR. His Majesty's Inspectorate of Constabulary and Fire & Rescue Services will also continue to inspect the force's work in this area.



A day in the life



1,480,267
people in Northumbria



828 999 calls received
696 101 calls received



645,414
households in Northumbria



394
crimes recorded



3,839
police officers

481
digital contacts



1,986
police staff



1,196
incidents recorded

131

police support volunteers



22,812
miles driven



Priority 1 Engaged and responsive police force

Building greater trust and confidence in Northumbria Police

I want Northumbria Police to:

- Engage with local communities to understand their needs so that everyone feels confident to report crime and share concerns.
- Respond to crimes such as domestic abuse, hate crime by listening to service experts and seldom heard voices.
- Have a well-trained and diverse workforce that is reflective of local communities.
- Ensure that all officers act in an ethical and professional manner, and are fair, impartial, and trusted by all.

“Ensuring residents feel safe in their daily lives, able to easily contact the police regarding crime and antisocial behaviour and feel that it is being actioned in an appropriate timescale.”
Female, 35-44, Newcastle

Getting in touch

I want Northumbria Police to:

- Answer and respond to 999 and 101 calls as effectively as possible ensuring that threat, harm and risk informs prioritisation.
- Tell you how to get in touch to report crimes and how you can share information by telephone and online options, including social media.
- Deploy officers and respond to you in the best way with response and investigations being a mix of face to face, video, and telephone conversations.
- Carry out investigations with a focus on victim care and safeguarding, and keeping victims informed in a timely way.
- Make sure you know how to complain if you are dissatisfied with the service you have received.

Always remember to call 999 in an emergency.

Measuring progress:

- Average answer time for 999/101 calls, and those 999 calls that are responded to within call handling standards
- Attendance rate for priority 1 incidents - urban/rural



Priority 2 Crime and anti-social behaviour

Anti-Social Behaviour and crime

I want Northumbria Police to:

- Make sure that communities know who their neighbourhood team is and are kept updated about work in their local area.
- Respond to ASB as a priority and work with partners to prevent ASB in your community to make sure you feel safe and supported.
- Have neighbourhood officers with the skills and tools to tackle ASB and crime, find solutions and provide support for vulnerable victims.
- Work with partners to identify where ASB/ motorbike disorder hotspots are and tackle these issues together.
- Work with public transport providers to tackle ASB and crime on the networks that connect you with your family, friends, and work.

Rural crime

I want Northumbria Police to:

- Ensure those living in rural areas know how to report to the police and feel supported when they do so.
- Talk to rural communities to understand and tackle theft, wildlife, and poaching offences, as well as other crimes like domestic abuse.
- Develop innovative crime prevention tactics suitable for use in rural areas such as rural crime volunteers which work to encourage communities to report to the police.
- Share intelligence across borders to fight organised crime and prevent criminals from other areas targeting our countryside by working with the National Rural Crime Network.

Roads policing

I want Northumbria Police to:

- Promote safety and awareness around the fatal four - speeding, drink or drug driving, not wearing a seatbelt and using a mobile phone - making people aware of the dangers of these behaviours.
- Ensure that any new road safety issues are dealt with robustly to keep our roads safe.
- Work with local authorities and other partners to reduce harm on our roads caused by speeding.

Retail and business crime

I want Northumbria Police to:

- Make it easier to report incidents of business and retail crime.
- Support local businesses by responding to shop theft, targeting repeat offenders, and carrying out effective investigations.
- Continue to engage with the retail sector to understand first hand experiences.
- Explore and develop the use of Restorative Justice in preventing shop theft and supporting victims to recover from their experience.

Online fraud

I want Northumbria Police to:

- Work with partners to target those engaged in online crime, making arrests and recovering assets held by those criminals.
- Educate and promote awareness of the dangers of online fraud to reduce the risk of being a victim of this crime.
- Work with communities, businesses, and partners to provide a cyber protect service to educate and reduce the risk of harm.

Burglary and other acquisitive crime

I want Northumbria Police to:

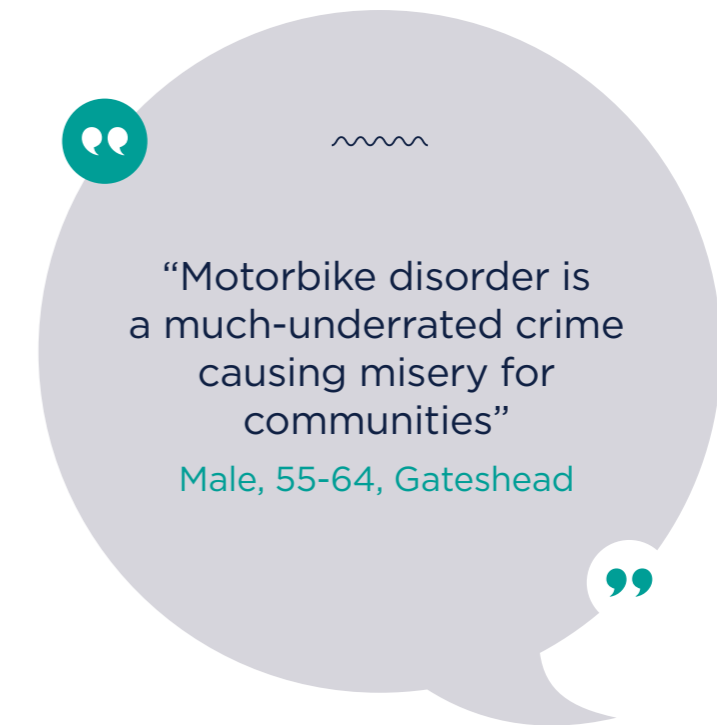
- Reduce the level of residential burglary in Northumbria.
- Reduce robbery and theft of motor vehicles and bikes by targeting repeat offenders and organised crime groups involved in this offending.
- Provide support for victims of burglary particularly those who are vulnerable and prevent them from being re-targeted.

Measuring progress:

- Total recorded crime and victim satisfaction with services provided by Northumbria Police
- ASB incident levels and victim satisfaction

“Motorbike disorder is a much-underrated crime causing misery for communities”

Male, 55-64, Gateshead





“Having young grandchildren, I’d like them protected and to be educated around the dangers of knife crime”

Female, 65-74,
Northumberland



Priority 3 Serious violence and organised crime

Serious violence and knife crime

I want Northumbria Police to:

- Work with partners to deliver the Northumbria Serious Violence Response Strategy, our joint plan to tackle the causes and impact of serious violence.
- Carry out robust enforcement action, targeting offenders and locations to disrupt criminal activity.
- Continue to implement the public health approach to serious violence prevention, providing early opportunities to divert people of all ages from serious violence.

I want the Northumbria Violence Reduction Unit to:

- Continue to promote the public health approach to improve our shared response to tackling serious violence.
- Provide interventions to divert, disrupt and support individuals involved, or at risk of being involved, in serious violence.
- Explore ways to offer young people pathways out of violence through training and employment opportunities.
- Support agencies working with young people to deliver prevention work in education and youth settings.

I want Northumbria Police and the Northumbria Violence Reduction Unit to:

- Work across borders with to tackle drug related crime and exploitation, including county lines.
- Support partners to deter young and vulnerable people from being drawn into county lines and drug gangs.
- Raise awareness of how to spot the signs of county lines and build community resilience against the harm they cause.
- Understand and respond to emerging drug trends such as synthetic opioids, to reduce harm to the public and support a regional, joined-up approach to substance misuse and addictions to reduce this risk.

Serious and organised crime

I want Northumbria Police to:

- Work with regional and national partners to protect our communities and tackle serious and organised crime.
- Work with my office and partners to provide an Anti-Slavery Partnership to prevent modern slavery and human trafficking, including support for victims.
- Protect children from child sexual abuse and child sexual exploitation by raising awareness, increasing reporting, targeting perpetrators, and providing trauma informed support.
- Protect communities from economic crime, tackle fraud and money laundering, and target criminals’ assets.

Measuring progress:

- Serious violence offences, including homicides
- Knife-enabled serious violence and hospital admissions (under-25s for assault with a sharp object)

northumbria
violence
reduction
unit

Priority 4

Reducing violence against women and girls (VAWG)

Prioritise prevention

I want Northumbria Police to:

- Work with partners to make sure women and girls are safe and feel safe from sexual violence and harassment in public places including transport systems and in the night-time economy.
- Work with partners to increase confidence to report VAWG crimes to the police through campaigns and awareness raising.
- Support my office in promoting work to tackle misogyny and sexism which are some of the root causes of VAWG.
- Ensure effective use of all available protection and prevention orders to safeguard victims of domestic abuse, sexual offences and stalking and harassment.
- Promote the Right to Ask and Right to Know about a current or ex-partner and whether they have a previous history of violence and abuse.

Support victim survivors

I want Northumbria Police to:

- Treat victim survivors of rape, serious sexual assaults, domestic abuse and stalking with empathy ensuring access to the best support to meet their needs from the services commissioned by my office or others.
- Continue to explore options to provide support and engage victims at the earliest opportunity, for example building on the success of domestic abuse specialists in the police control room.
- Ensure that Northumbria Victim and Witness Service (NVWS) is responsive to the needs of victim-survivors helping to maintain victim engagement through any criminal or court proceedings.

Action against perpetrators

I want Northumbria Police to:

- Continue to strengthen investigations involving rape, serious sexual offences, and domestic abuse, ensuring more offenders are brought to justice.
- Support my office around the delivery of behavioural change programmes engaging men and boys to reduce harm to women and girls.
- Work with partners to provide the best response to stalking and harassment ensuring that alongside support for survivors, we are also targeting priority perpetrators causing the most harm.

Creating stronger systems to address VAWG

I want Northumbria Police to:

- Continue to listen to victim survivors to understand barriers to reporting or accessing support and ensure information is widely available.
- Support the work of my VAWG External Advisory Panel, responding to the voices of victim survivors and specialist VAWG organisations.
- Help shape my commissioning intentions to ensure a broad range of services and clear support pathways are in place for adult and child victim survivors.
- Drive the work with partners to improve the victim journey through the criminal justice system.
- Support the Government's ambition to halve the number of victims of Violence Against Women and Girls by focusing on reducing the number of repeat victims and prolific perpetrators.

I am committed to tackling VAWG crimes in any form and ensuring support for all victim-survivors, regardless of sex or gender, or any other characteristic.



“Need to look at the online radicalisation of misogyny. Investment in early interventions that focus on unhealthy masculinities to help tackle sexism and harmful gender norms that can be the root causes of VAWG.”

VAWG Partners Roundtable

Measuring progress:

- Number of VAWG offences
- Satisfaction with services provided to victim survivors of VAWG

Priority 5 Hate crime and community cohesion

Preventing hate and providing support for victims

I want Northumbria Police to:

- Prioritise prevention through education and awareness campaigns around the causes and consequences of all hate crimes.
- Further develop their Hate Crime Champions scheme to strengthen communities in the fight against hate, giving victims another route to the right help and support.
- Identify hate crime at the earliest opportunity and in cases where it overlaps with other crimes or ASB.
- Undertake effective investigations to identify and bring offenders of hate crime to justice.
- Ensure officers and staff are trained to communicate empathetically with victims of hate crime and where needed connect them with victim support services.

Measuring progress:

- Hate crime offences
- Satisfaction with services provided to victims of hate crime



“Education of young people on the consequences of their actions when it comes to hate crime and online abuse.”

Anon, 45-54, Self employed



Community engagement and cohesion

I want Northumbria Police to:

- Work with communities and partners to encourage reporting of hate crime and make it easier and safe to do so.
- Engage with communities to understand and identify community tensions, ensuring that policing feels a part of those communities, rather than something that is happening to them.
- Work with partners to protect communities from a range of harms, including hate crime, intolerance and extremism.
- Make communities and individuals active partners by building trust and listening to voices such as the Police Powers External Advisory Panel, the Independent Scrutiny and Oversight Board and the Northumbria Police Hate Crime Board.





“I would be worried about reporting a sexual assault or rape as the conviction figures are so low and I would be worried about the trauma of going through a trial.”

LGBTQIA+ Organisation

Priority 6 Victims and justice

Victims first

Working with Northumbria Police and other victim services we will:

- Improve awareness of the support available for adult and child victims through the Northumbria Victim and Witness Service, and ensure it is easily accessible.
- Help shape my commissioning of specialist victim services so those at the greatest risk of harm receive the support that works best for them.
- Identify repeat victims and put in place safeguarding measures to protect them.
- Understand and respond appropriately to vulnerable victims of crime and missing people while being aware of neurodivergent or mental health needs.
- Ensure the voice of the victim is at the centre of service design and improvement.
- Closely monitor victim satisfaction rates and ensure victims are provided with regular updates in relation to their cases.
- Provide the opportunity for victims to explore restorative justice options that might help gain closure and lead to offenders understanding the impact of their actions.

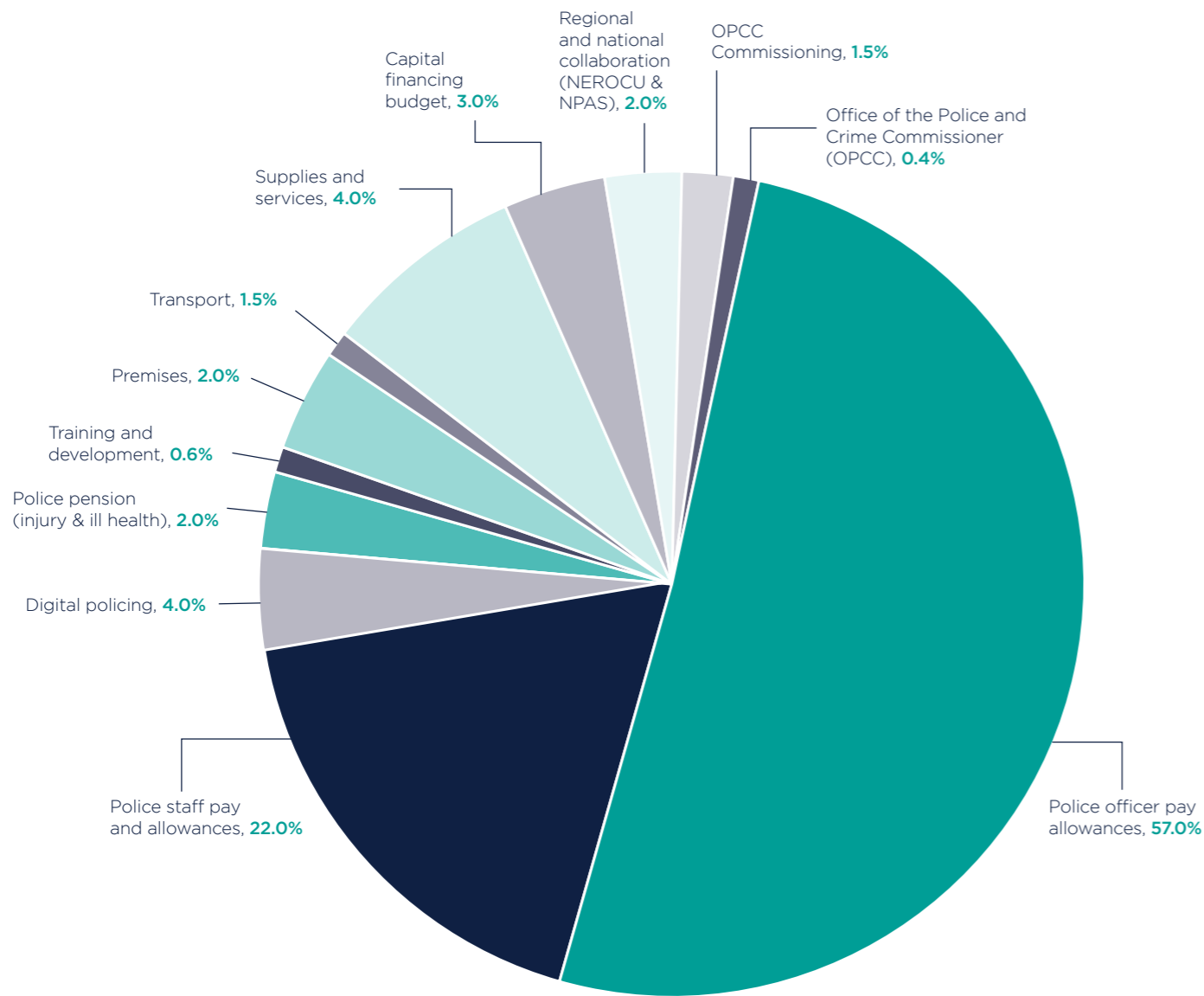
Criminal Justice System

As Chair of the Northumbria Criminal Justice Board, I work with criminal justice agencies to deliver system wide improvements and will:

- Work towards speedier justice for victims, identifying and resolving blockages where they exist making the process quicker in Northumbria.
- Promote the Victims Code of Practice and uphold victims' rights and entitlements.
- Reduce the number of victims who drop out during the criminal justice process by making it easier for them to give evidence in a way that suits their needs.
- Explore opportunities to increase the use of out of court resolutions to divert offenders away from the criminal justice system and prevent re-offending.
- Improve public awareness about the work of the criminal justice system to build trust and confidence.

Measuring progress:

- Victim satisfaction with services provided by Northumbria Police
- Compliance with the Victims' Code of Practice



How we spend your money

Our police need the right resources to deliver on your priorities and keep you and your community safe.

I will do all I can to make sure Northumbria Police has the resources it needs. Northumbria Police receive two main sources of funding; grant income from central Government and the part of Council Tax which is allocated to the police called the 'police precept'. Additional funding is sometimes made available by the Government to help encourage new ways of working. We are always eager to explore innovation to deliver better services and to save public money and for this reason we are keen to bid for some of these extra resources. Funding we have received in response to bidding exercises has been used previously to deliver projects ranging from early youth intervention, reduction of ASB, and reducing reoffending.

Considering specific grants and income, the net revenue budget for Northumbria Police is £405m. This chart shows the percentage allocation of gross expenditure across policing.

My Medium Term Financial Strategy describes the financial direction of my office and the force over a four year period. The strategy demonstrates an affordable position, balancing costs with available resources and provides an overarching framework for police budgets over the medium term and it can be found on

www.northumbria-pcc.gov.uk

Ways to stay connected

There are several ways for you to contact me and I welcome hearing from you.

✉ enquiries@northumbria-pcc.gov.uk

🌐 www.northumbria-pcc.gov.uk

📍 **Northumbria Police & Crime Commissioner**
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 Balliol Business Park
 Benton Lane
 Newcastle upon Tyne
 NE12 8EW

☎ 07761764406

You can keep up-to-date with the work of my office by giving the accounts below a follow.

📷 @NorthumbriaOPCC

📘 @NorthumbriaOPCC

🌐 [linkedin.com/office-of-the-police-crime-commissioner-for-northumbria/](https://www.linkedin.com/company/office-of-the-police-crime-commissioner-for-northumbria/)

Accessibility statement:

If larger print or translation required, please contact us via one of the above methods.







SUSAN DUNGWORTH
NORTHUMBRIA
**POLICE & CRIME
COMMISSIONER**

