

FRONT COVER

Sussex Police & Crime Plan 2024/28

My Plan to Cut Crime –
More Police, Safer Streets

Contents

Foreword from the Police & Crime Commissioner

Meet the Chief Constable

My Plan to Cut Crime

Monitoring and Measuring Progress Against the Plan

Public Priority 1 – Prevent crime and support victims and witnesses.

Public Priority 2 – Investigate crime and bring offenders to justice.

Public Priority 3 – Improve trust in policing and build public confidence.

Relationship of the Sussex Police & Crime Plan to Local Authority Community Safety Plans

Strategic Policing Requirement and National Policing Strategies

Collaboration

Police Reform Landscape

Resourcing the Sussex Police & Crime Plan

Services for Victims and Grant Funding

Equality, Diversity and Inclusion

About Sussex

Roles and Responsibilities

Glossary

Foreword from the Police & Crime Commissioner

As your Police and Crime Commissioner (PCC), I have a statutory duty to publish a Police & Crime Plan which sets out the strategic direction for policing our county with objectives for how policing will be delivered in Sussex up to 2028.

Having served as Sussex PCC since 2012, I have the experience and proven track record to continue making a real difference to policing our county. As your PCC, I have robustly held the police to account on behalf of residents, successfully supported victims of crime and invested heavily in frontline policing.

As your voice on policing and community safety, I will hold a mirror up to Sussex Police to ensure that the policing service the Force provides is as effective and efficient as possible to keep us all Safer in Sussex.

My new plan and priorities are even more closely aligned with the Chief Constable's Operational Delivery Plan to ensure that residents and Sussex Police officers and staff can understand better the areas that we will focus on together: protecting the public by preventing crime; catching offenders and solving more crimes; and delivering better services and improving public trust and confidence. In short, three strands – protect, catch and deliver – but all, ultimately, interrelated.

This will be addressed within my plan to cut crime in Sussex through the following three overarching public priorities:

- Public Priority 1 – Prevent crime and support victims and witnesses.**
- Public Priority 2 – Investigate crime and bring offenders to justice.**
- Public Priority 3 – Improve trust in policing and build public confidence.**

Whilst 21st century policing is intelligence and data-driven, sophisticated, nuanced and increasingly digital, members of the public need reassurance that the police are focused on the basics of law enforcement and crime prevention.

Every poll and survey and all the feedback you provide to me show that police visibility increases public confidence. People need to see policing being done in public and they also need to see and hear the results of successful police activity, investigations and operations.

In Sussex, anti-social behaviour remains a top concern followed by road safety – largely because many more people experience abuse, vandalism and poor and dangerous driving than fall victim to more serious crimes. Retailers and shopworkers are reporting ever higher incidents of shop theft and abuse. When people see offences like these take place without consequence or rapid police response their confidence in reporting crimes to the police reduces. This dissatisfaction is only amplified further via the press and social media.

However, every day, Sussex Police must deal with large numbers of serious offences that do not usually occur in public spaces, including sexual assaults, rapes and incidents of domestic abuse, together with tackling fraud offences and cyber-enabled crimes of varying levels of seriousness and complexity.

Providing for the full breadth of the policing required in Sussex is expensive and resources need to be carefully and consistently balanced to deal with the scale of demand and the level of threat and risk. The most high-harm crimes will often be investigated and solved without the public ever seeing the number of police officers and specialist staff involved. Getting rape and sexual assault offences to court can take several years of investigation and require delicate victim and witness liaison. Fraud and serious organised crimes are also resource-intensive and unseen by the public.

We do have more officers than when I was first elected in 2012 thanks in large part to the willingness of local taxpayers to fund them. However, Sussex remains one of the lowest funded forces in England and Wales and we still await the Government's long-awaited review of the police funding formula to create fairer allocations that fully take account of pay and pension and national insurance increases on top of continued inflation and higher energy costs.

Criminals are increasingly more sophisticated and inter-connected across national borders, trading drugs, weapons and people on the dark web. At the same time, as 24-hour news and social media has increased the level of scrutiny around public services, the police have also improved their response, deploying digital forensics, data analytics, social media monitoring and artificial intelligence.

It is inevitable that, with the amount of information all police forces now have to contend with (from interrogating the mobile phones, social media and online transactions of suspects under investigation) policing requires a fundamental rethink and redesign of how it is arranged and delivered.

Local crime can often be driven by international factors. Public fear can be inflamed by fake news and online manipulation that can lead to outbreaks of disorder which police have to deal with. Police forces already collaborate and work effectively with national agencies, with the joint operational partnership between Sussex Police and Surrey Police as integrated as any.

I have included a page on the police reform landscape work that is currently being scoped by senior police leaders and the Government (on page 23 of this plan) and agree to an ongoing commitment to include further information around this important area as and when this is made available.

The Government has indicated that it wants the Home Office to take back more power over police governance nationally and regionally, at the same time as it is pushing for local Government devolution. Whilst some of the centralising changes look like retrograde steps, the prospect of a new Mayoral role for Sussex could see policing, crime prevention and community safety much more closely aligned with other public services.

In the meantime, local residents still want a police service that shares the same values as them, from the most remote rural corners of the county to the busiest urban areas. You tell me that you want a police force that enforces the law, not one that wastes time and effort policing hurt feelings or dilutes its frontline resources by being the 24/7 go to service when other agencies are closed or unavailable.

In this plan, I will set out how Sussex Police will be guided to deliver on your priorities and how my office will fund quality assured services for victims and witnesses of crime and innovative behaviour change programmes for perpetrators. You will also see how some of the work to tackle retail crime that started here in Sussex has been scaled up and rolled out nationally to tackle the organised gangs behind much of the shop theft blighting our high streets.

In my fourth term as your elected PCC, I am determined that you will see more police officers, we will catch more criminals, and you will have more confidence in a police force that cuts crime.

I would like to thank the members of the public and our partners in Sussex who have helped me develop this Police & Crime Plan to ensure that it accurately reflects the policing, crime and community safety issues most important to everyone.

Katy Bourne OBE
Sussex Police & Crime Commissioner

DRAFT

Meet the Chief Constable

Each day, my colleagues who are highly dedicated officers, staff, specials and volunteers, work hard to prevent and detect crime and keep you safe.

At Sussex Police, we work to three core priorities. We will:

- Protect our communities
- Catch criminals
- Deliver an outstanding service to victims, witnesses and the public.

To protect our communities, we will continue to actively listen and engage with you.

Sussex is a diverse place with a range of policing needs, from vibrant cities to beautiful countryside and coastline, busy road and rail networks, and the UK's second largest international airport. We have invested and improved the ways in which you can contact us and are now answering more calls for service more quickly. At the same time, we are growing our local police presence – providing more visibility and a named contact for every neighbourhood.

To keep you safe, we must focus on catching criminals.

Despite crime increasing in volume and complexity, we are solving more crime than ever before. Through additional enforcement capability, an increase in officers, and smart use of data, we are better equipped to identify and catch the most dangerous criminals, and to disrupt and tackle serious and organised crime – crime that we know fuels lower-level offences that impact our communities, businesses, and quality of life.

Through prevention and deterrence, we are making our streets safer. We have boosted our frontline teams to tackle crime and anti-social behaviour in hot spot areas. Our teams work closely with partners, in schools, online and on the streets, to safeguard our most vulnerable. We will continue to support preventative approaches that divert people of all ages away from crime.

The nature and complexity of the crimes that we deal with continues to change. The Government has identified the top seven national risks to public safety, and all police forces are required to have sufficient resource in place to police these locally, regionally and nationally. The Strategic Policing Requirement includes terrorism, violence against women and girls, serious and organised crime, a national cyber event, public disorder, and civil emergencies.

This is why we must carefully balance our investment in more uniformed officers, that we know provides reassurance, with continued investment in specialist police officers and police staff who are vital in preventing, investigating and detecting some of the most harmful, but less visible, crimes impacting society.

We can only meet these combined challenges if we maintain the trust and confidence of our communities. We police by consent, and we will continue to focus on providing the most efficient and effective service we can with the resources we have available.

Serving as your Chief Constable, I feel immensely proud of the work of all our teams, and I remain committed to engaging with you, listening to you, and working with you, to keep you safe.

Thank you for the support that you give to Sussex Police in order for us to keep you safe.

Jo Shiner
Sussex Police Chief Constable

DRAFT

My Plan to Cut Crime

I have a statutory duty to set the police and crime objectives for Sussex through a Police & Crime Plan.

I have identified three overarching priorities for inclusion in the Sussex Police & Crime Plan 2024/28, alongside a series of supporting police and crime objectives:

Public Priorities of the Sussex Police & Crime Commissioner		
Prevent and support.	Investigate and solve.	Improve trust and confidence.
Public Priority 1 – PROTECT: Prevent crime and support victims and witnesses.	Public Priority 2 – CATCH: Investigate crime and bring offenders to justice.	Public Priority 3 – DELIVER: Improve trust in policing and build public confidence.
Maintain high quality and effective support services to safeguard victims and witnesses in Sussex.	Improve the standard and effectiveness of investigations.	Make policing visible to improve public confidence and tackle anti-social behaviour.
Tackle violence against women and girls to make them feel safer in public spaces.	Optimise the positive outcomes and experience delivered for victims of crime.	Provide an effective and accessible police service for all.
Support community safety partners to deliver activities which prevent and reduce crime and divert young people from offending.	Reduce homicide, serious violence and knife crime in Sussex.	Answer calls for service promptly and attend these calls in a timely manner.
Develop a partnership response to tackle and prevent perpetrator behaviour through offender programmes and interventions, to reduce repeat victimisation and reoffending.	Deliver enforcement activity to target and disrupt serious organised crime gangs and high impact crimes.	Make the roads of Sussex safer.
Prevent and support individuals and businesses from becoming victims of fraud and cyber-crime.	Tackle business and retail crime to make our shops and high streets safer places to work in and visit.	Encourage greater reporting of traditionally under-reported crimes to Sussex Police.

Operational Priorities of the Sussex Police Chief Constable		
PROTECT our communities.	CATCH criminals.	DELIVER an outstanding service.

Monitoring and Measuring Progress Against the Priorities

Each of the three overarching public priorities has a series of supporting police and crime objectives, descriptions of the work that will be undertaken and the performance measures that will be drawn upon to monitor and measure success and progress.

Evidence will be gathered from a broad range of police, partner and public information sources to determine how effectively each of the public priorities are being delivered in Sussex.

This will include the use of publicly webcast monthly Performance & Accountability Meetings (PAMs) to hold the Chief Constable to account for the performance of Sussex Police, including the ongoing monitoring and measurement of the progress made by the Force against the three public priorities and the policing and crime objectives contained within this plan.

Further information will also be taken from a range of sources including His Majesty's Inspectorate of Constabulary and Fire & Rescue Service reports, Sussex Police Performance Dashboard, partnership information, government reports and audit and public satisfaction surveys.

Achievements against the Sussex Police & Crime Plan will be formally reported to the Sussex Police & Crime Panel through a published Annual Report each year.

The Police & Crime Plan will be kept under constant review and will be refreshed annually. This will include a review of the public priorities, policing and crime objectives and the supporting descriptions.

Public Priority 1 – PROTECT: Prevent crime and support victims and witnesses.

1a. Maintain high quality and effective support services to safeguard victims and witnesses in Sussex

Quality victim support services

- directly commission services – either as stand-alone or in partnership – to maximise the use of public funds and provide the best possible response to as many victims as possible
- identify areas of need and gaps in service provision to support the commissioning of further services in partnership with other agencies as required
- develop the Safe Space Sussex Network of ‘approved’ providers of specialist support services to ensure that they continue to demonstrate the highest levels of quality standards and assurance required
- continue to provide and promote Safe Space Sussex – the online directory of victim support services throughout Sussex

1b. Tackle violence against women and girls to make them feel safer in public spaces

Violence against women and girls

- engage with victims and survivors [including women, girls and men] to better understand feelings on safety, and target specific areas and locations
- seek opportunities to secure extra funding to provide interventions aimed at reducing violence against women and girls in public spaces
- work with criminal justice partners to drive further improvements for victims and survivors through Operation Soteria – the transformational programme developed and implemented across all police force areas to improve the investigation of rape and serious sexual offences
- deliver initiatives that focus on addressing behaviours and activities and engage with groups considered to be ‘at risk’ to reduce those who are disproportionately and persistently impacted by these crime types and issues

Rape and serious sexual offences

- continue to invest in specialist support services to assist victims and survivors with their recoveries from rape, sexual violence and exploitation
- encourage victims of rape and serious sexual assaults to report these offences to the police or partners to ensure that all vulnerable victims can be supported
- continue to support the training of frontline professionals to understand the impact of rape, sexual violence and exploitation, and to support more disclosures
- improve the quality of investigations for rape and serious sexual offences and the number of positive outcomes delivered for victims
- work with, support and monitor the performance of the Sexual Assault Referral Centre for Sussex, in partnership with National Health Service (NHS) England

1c. Support community safety partners to deliver activities which prevent and reduce crime and divert young people from offending

Partnership activity to reduce crime

- work with the community safety partnerships, business crime reduction partnerships and business improvement districts in Sussex to address crime and anti-social behaviour at a district and borough level
- allocate funding from the Safer in Sussex Community Fund to support local projects to tackle crime and improve community safety across Sussex
- improve the multi-agency partnership arrangements in place to safeguard all stakeholders who use and support the night-time economy, including night marshals, street pastors, street angels and the pub watch and shop watch schemes
- support the development of the range of out of court disposal options available in Sussex to divert individuals away from the criminal justice system by considering alternative approaches to prosecution
- continue to provide a secure case management system to facilitate real-time information sharing between police and local authority partners
- support the activity of local criminal justice agencies through the Sussex Criminal Justice Board (SCJB) to improve justice outcomes for victims, witnesses, suspects and offenders, and reduce re-offending and transforming rehabilitation across Sussex
- reduce crime and reoffending through Integrated Offender Management, including tackling the acute shortage of accommodation for offenders through the SCJB
- recognise and address any disproportionality that exists within the criminal justice system towards our diverse communities

1d. Develop a partnership response to tackle and prevent perpetrator behaviour through offender programmes and interventions, to reduce repeat victimisation and reoffending

Perpetrator intervention

- continue to support the High Harm Perpetrator Programme to work with perpetrators of domestic abuse and stalking through the delivery of targeted multi-agency interventions
- improve the training and awareness of frontline professionals around offender behaviours to enhance the effectiveness of investigations and interventions
- increase the use of stalking protection orders (SPOs) and maximise the use of conditions to ensure stalking perpetrators access change behaviour programmes
- enhance the use of domestic abuse protection orders to manage perpetrators and minimise the risk to victims of domestic abuse

1e. Prevent and support individuals and businesses from becoming victims of fraud and cyber-crime

Fraud and cyber-crime

- identify, understand and raise awareness of emerging types of fraud and cyber-crime
- provide support, guidance and prevention advice to individuals and businesses to try and reduce the risk of them becoming victims of fraud and cyber-crime
- provide help, support and advice to individuals and businesses who have been scammed or defrauded, in partnership with Action Fraud – the national reporting centre for fraud and cyber-crime

- work to ensure that police officers and staff have the capacity, capability, systems and equipment required to tackle the volume and complexity of fraud and cyber-crime
- tackle fraud and cyber-crime in the South East by working in partnership with the Regional Organised Crime Unit and each of the police force areas in the region

DRAFT

Public Priority 2 – CATCH: Investigate crime and bring offenders to justice.

2a. Improve the standard and effectiveness of investigations

Investigations and positive outcomes

- maintain the Response Investigation Teams created within Sussex Police to respond effectively to reports of crime
- make further enhancements to the quality and timeliness of the policing response provided to all crime investigations, including the greater use of retrospective facial recognition technology to assist the workforce with investigations and incidents post event

2b. Optimise the positive outcomes and experience delivered for victims of crime

Positive outcomes and experience

- improve the solved rates and the number of positive outcomes delivered for victims of crime in Sussex
- enhance the experience of victims, witnesses and other service users in the criminal justice system
- continue to provide successful outcomes for victims of crime seeking restitution by engaging with perpetrators and describing the impact of the crime upon them and their families through the Sussex Restorative Justice Partnership

Burglary

- seek to reduce the number of residential and non-residential burglaries in Sussex, including business premises
- continue to provide support for victims of burglary, particularly those who are vulnerable, and prevent them being re-targeted

2c. Reduce homicide, serious violence and knife crime in Sussex

Homicide, serious violence and knife crime

- tackle homicide, serious violence and knife crime in Sussex
- support all available measures by police and partners to reduce the number of people killed and seriously injured
- seek to understand better the root causes of serious violence in Sussex and influence partners to develop a better response to these causes
- support and enhance the Sussex Police response to serious violence, as part of Operation Safety
- co-ordinate and support the work of the Sussex Violence Reduction Partnership to reduce the risks to individuals and communities throughout Sussex
- reinforce the local capacity and national capability of Sussex Police to carry out high-profile disruptions and enforcement activities targeting serious and organised criminals

2d. Deliver enforcement activity to target and disrupt serious organised crime gangs and high impact crimes

Drugs and county lines

- tackle and disrupt the most serious, organised and persistent crime groups in Sussex and those who are using the road networks to carry out their criminal offending
- enhance the enforcement of drug-driving legislation by the Roads Policing Unit [within Sussex Police] to improve public safety
- recognise the exploitation of children and young people and continue to identify and safeguard those most at risk
- develop the multi-agency partnership response to prevent repeat incidents of missing children and adults linked to exploitation
- allocate further community safety funding to support the drug intervention programmes delivered throughout Sussex to tackle and address the harms caused by substance misuse

2e. Tackle business and retail crime to make our shops and high streets safer places to work in and visit

Tackle business and retail crime

- tackle business and retail crime by enabling increased reporting of incidents, including assaults against shop workers, through technology and smarter police processes
- ensure a more focused police response to reports of business crime by maintaining a dedicated Business Crime Team
- leverage the Safer Sussex Business Partnership to develop stronger links between Sussex Police and local businesses to make Sussex a safer place in which to shop and work
- seek to make Sussex one of the pilot police force areas for the electronic tagging for those individuals convicted of shop theft in partnership with criminal justice agencies
- lead on, coordinate and influence the national partnership response to serious organised retail crime through Pegasus by combining policing with industry knowledge to centralise intelligence around serious and organised crime groups involved in retail crime

Public Priority 3 – DELIVER: Improve trust in policing and build public confidence.

3a. Make policing visible to improve public confidence and tackle anti-social behaviour

Local, visible and accessible policing

- improve local, visible and accessible policing in Sussex, especially in our towns and villages
- ensure problem-solving partnership activity and early intervention to prevent crime
- deliver proactive policing to catch more criminals, cut crime and improve public safety
- increase the confidence of victims to report traditionally under-reported and 'hidden' crimes to Sussex Police to bring more offenders to justice
- provide operational policing that is efficient, effective and responsive to the needs of the public

Police officers, staff, PCSOs, special constables and volunteers

- maintain a baseline headcount figure of 3,226 police officers [set by the Home Office] through continued local recruitment to maximise the available resources in Sussex and to qualify for the full amount of the police officer maintenance grant
- continue the proactive recruitment of specialist police staff and Police Community Support Officers (PCSOs) by increasing the attractiveness of the roles and expanding all available entry routes into policing
- improve workforce diversity to better reflect the demographics of Sussex and ensure fair treatment and opportunity for all
- work to eradicate prejudice and discrimination of individuals and/or groups of individuals based on protected characteristics
- support increased participation by communities in community safety initiatives through the special constabulary, police support volunteers, police cadets and other volunteer roles dedicated to preventing crime
- maintain a 'platinum' status Independent Custody Visiting Scheme to support and safeguarding the individuals detained in police custody in Sussex

Public engagement

- continue to participate in #TalkSussex – an extensive public engagement programme – to provide the residents of Sussex with the opportunity to inform local policing, budget decisions and to discuss any issues with me and my office directly
- use my convening powers to increase public trust and confidence in the fairness and effectiveness of the criminal justice system

Anti-social behaviour

- tackle anti-social behaviour by increasing the number of 'hotspot' policing patrols to protect local communities
- improve police engagement with the public about the impact of anti-social behaviour to increase feelings of safety and inclusion
- ensure effective mediation services are available to prevent conflict from escalating further, decrease community tensions and reduce the demand on Sussex Police

- work with schools and young people to prevent anti-social behaviour from becoming a pathway into more serious crime and harm, build confidence in policing and promote positive behaviours
- support and empower repeat victims of anti-social behaviour to request a review of actions partner agencies have taken to resolve their concerns by conducting case review appeals on behalf of these victims
- encourage the police to make use of existing powers to take robust and consistent enforcement action where electric scooters are being used illegally

3b. Provide an effective and accessible police service for all

Access to policing

- ensure that the Sussex Police estate is in the right place, is fit for purpose and is effectively governed through the delivery of the Estates Strategy 2025/29
- examine options for sharing property with partners and disposing of land for redevelopment where the police estate is under-used
- seek to secure additional funding from district and borough councils across Sussex through Section 106 Agreements and the Community Infrastructure Levy to support further investment and improvements in the Sussex Police estate and existing policing infrastructure
- ensure that Sussex Police are developing and implementing environmental management plans and electric vehicle infrastructure strategies to mitigate the impact of climate change and reduce building and transport-related carbon emissions

Rural crime

- maintain a dedicated Rural Crime Team and improve their visible policing presence
- encourage better engagement with the rural communities and the police and develop a greater confidence for these individuals to report crimes
- give the Rural Crime Team more capability by investing in technology, innovation and new ways of working to maximise productivity and efficiency gains for rural policing, including greater access to bait equipment, trackers and night-vision goggles
- encourage greater use of property marking to assist the police in the recovery of stolen tools, equipment and machinery
- provide more effective communication with rural communities through regular meetings with the Country Land and Business Association, National Farmers' Union and British Association for Shooting and Conservation and others

3c. Answer calls for service promptly and attend these calls in a timely manner

Public contact and response times

- make it easier for members of the public to contact Sussex Police and encourage greater crime reporting
- answer calls for service received by telephone [999 and 101] and through online reporting [webforms] promptly
- attend these calls for service in an appropriate timescale relative to threat, risk and harm
- provide frontline officers and PCSOs with efficient and effective technology and data access to enable them to spend more time visibly policing in their communities

3d. Make the roads of Sussex safer

Road safety

- to support the Chief Constable in the creation of partnership working to effectively reduce the number of road traffic collisions and individuals killed or seriously injured (KSI) on the roads, recognising the significant impact this can have on the individuals and communities affected
- support Sussex Police to establish a dedicated and intelligence-led Fatal Five Roads Unit to tackle anti-social driving behaviour and address the 'fatal five' factors behind collisions – speeding; drink and drug driving; not wearing a seatbelt; driver distractions, and careless driving – to save lives
- drive the Vision Zero approach to road safety management – that no death or serious injury is acceptable on roads – with the aim of cutting fatal and serious collisions by half by 2035
- encourage communities, road users and partners to play a full and active part in making the roads of Sussex safer, working in partnership with Sussex Police, Operation Crackdown and Community Speed Watch groups to achieve this through education, engagement, enforcement and engineering
- focus on those offences and offending patterns, including persistent anti-social vehicle use in certain locations, which require dedicated resources to sustainably resolve the problem
- tackle the most serious, organised and persistent criminals using the road networks in Sussex
- provide practical and emotional support to those affected by KSIs through the provision of a dedicated caseworker service

3e. Encourage greater reporting of traditionally under-reported crimes to Sussex Police

Abuse and coercive control

- ensure that Sussex Police and partners offer support services for victims of all types of abuse, including domestic abuse and coercive control, through the provision of independent advice and guidance, safeguarding from harm and supporting victims to cope and recover
- train and develop frontline police officers and professionals to recognise the signs and indicators of domestic abuse, how to respond and where to go to for further assistance
- establish measures that support partners to prevent offending and reduce reoffending, with an emphasis on reducing domestic abuse, sexual violence and violent crime

Stalking

- focus on the impact of the recommendations from the stalking super-complaint [on behalf of the National Stalking Consortium] to ensure that the police response to stalking is managed effectively to reduce harm
- raise awareness of the dangers and harm of stalking by improving the identification of these offences and the support available for victims in partnership with other agencies
- commission specialist advocacy services for victims of stalking in Sussex, ensuring these are accessible to all

Safeguard the vulnerable

- maintain the victim hub approach to supporting vulnerable victims in Sussex introduced previously to ensure that victims receive the right support, safety advice and guidance from the most appropriate service
- encourage victims and witnesses to report hate crime and ensure that offenders are brought to justice
- identify repeat vulnerable victims to safeguard against further harm in partnership with other agencies
- enhance the safety of individuals by preventing, responding to and raising awareness of spiking incidents
- support children and young people attending court – either as victims of crime or witnesses to it – through the Young Witness Service and other dedicated services for children
- ensure appropriate safeguards are in place to uphold the rights, entitlements and welfare of those individuals who are detained, and to reduce the number of deaths both in police custody and apparent suicides following release

Criminal exploitation, abuse and modern day slavery

- protect children from criminal exploitation by raising awareness and increasing the reporting of these offences against children in partnership with Sussex Police and other agencies
- ensure that child victims receive the support they need and that offenders are brought to justice
- understand the local, regional and national response to organised modern day slavery through the National Anti-Trafficking and Modern Slavery Network
- support law enforcement agencies, local authorities, non-governmental organisations and charities to coordinate activity and respond effectively to modern day slavery
- an ongoing commitment to tackle modern day slavery and human trafficking in all its forms and upholding the principles of human rights, equality, and social justice

Elder abuse

- tackle the financial, physical, psychological and sexual abuse of older people in partnership with Sussex Police
- support statutory partners to deliver their responsibilities under the Care Act 2014 to prevent, identify and respond to abuse, neglect and exploitation of adults at risk
- continue to support and raise awareness of Operation Signature – the nationally adopted Sussex Police campaign to identify and support vulnerable victims of fraud – to recognise victims of all types of fraud as victims of crime and to provide preventative measures to support and protect them from further targeting

Relationship of the Sussex Police & Crime Plan to Local Authority Community Safety Plans

The Sussex Police & Crime Plan sets out the strategic police and crime priorities for how policing services will be delivered in Sussex across 2024/28.

Brighton & Hove City Council

Brighton & Hove Community Safety and Crime Reduction Strategy 2023/26

[INSERT HYPERLINK]

East Sussex County Council

East Sussex Safer Communities Partnership Business Plan 2023/26

[INSERT HYPERLINK]

West Sussex County Council

The Safer West Sussex Partnership County Community Safety Agreement 2021/25

[INSERT HYPERLINK]

The Community Safety Plans for Community Safety Partnerships set out how partners will support the priorities of the Sussex Police & Crime Plan. These plans can be viewed on the individual websites for each of the local authorities.

Strategic Policing Requirement and National Policing Strategies

Strategic Policing Requirement

The Home Secretary has identified seven national threats which all police force areas in England and Wales must demonstrate that they have the plans and capability to respond to, in addition to regular policing requirements.

This is called the Strategic Policing Requirement (SPR) and these threats are identified as:

- Violence against women and girls.
- Terrorism.
- Serious and organised crime.
- National cyber event.
- Child sexual abuse.
- Public disorder.
- Civil emergencies.

The threats have been assessed and selected from the National Security Risk Assessment on the basis that they either affect multiple police force areas or may require action from multiple forces, resulting in a national response.

The policing requirement to counter the threats is set out in the SPR and forces are required to evidence preparedness against five areas: capacity; contribution; capability; consistency and connectivity.

The Chief Constable and I must have "due regard" to the SPR and ensure that the police force is in a state of readiness to respond to them, in addition to business as usual.

I must also ensure that sufficient funds are set aside to maintain the Force's contribution under the SPR. This includes ensuring that sufficient resilience and capacity exists to cover the contribution of Sussex Police.

I will hold the Chief Constable to account for the delivery of this national element of policing – which the public expects to be of the highest calibre – through an effective accountability framework.

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services will also continue to inspect the police force's capacity and capability to respond to each of the individual requirements.

Neighbourhood Policing Guarantee

The Home Secretary has developed a Neighbourhood Policing Guarantee – comprising of five separate pillars – to provide a renewed focus on neighbourhood policing, deepen the connection between police forces and the local communities they serve, and to rebuild public confidence.

- Police back on the beat.
- Community led.
- A new neighbourhood policing career pathway.
- A crackdown on anti-social behaviour.
- Safer town centres.

A performance framework will be developed to sit alongside the five pillars of the Neighbourhood Policing Guarantee to help deliver tangible, measurable change that people can see and feel in their communities.

The PCC will hold the Chief Constable to account for the effectiveness of the policing response delivered against each of the core measures contained within the five pillars to monitor the inputs, activities and outcomes in Sussex.

National Policing Strategies

Policing Vision 2025

The Policing Vision 2025 sets out the future for policing and will shape decisions about how police force areas use their resources to keep people safe. The Vision has been developed by the National Police Chiefs' Council and Association of Police and Crime Commissioners, in consultation with the College of Policing, National Crime Agency, staff associations and other policing and community partners. All Chief Constables and Police & Crime Commissioners in England and Wales have signed up to the Vision.

Tackling Violence Against Women and Girls Strategy

The Tackling Violence Against Women and Girls Strategy sets out a whole system approach to tackling violence and preventing crimes against women and girls, supporting victims and bringing perpetrators to justice.

From Harm to Hope

From Harm to Hope is a 10-year plan to cut crime and save lives by reducing the supply and demand for drugs and delivering a high-quality treatment and recovery system. The plan sets out three core priorities: breaking drug supply chains, delivering a world-class treatment and recovery system and deterring the use of recreational drugs.

National Policing Digital Strategy 2020/30

The National Policing Digital Strategy 2020/30 sets out the ambition for how digital can transform key dimensions of the police service alongside the priorities that support this. This includes key data and technology enablers that will provide the foundation for digital transformation, with implications on our people, ethics and policing capabilities, and considerations for how policing mobilises and organises effectively to deliver the strategy over the next five years.

National Police Chiefs' Council Strategic Plan 2021/25

The National Police Chiefs' Council Strategic Plan 2021/25 sets out the plans to enable chief officers to deliver the best possible service to members of the public across the three areas of: coordination; collaboration and communication.

Collaboration

Sussex Police and Surrey Police

Sussex Police and Surrey Police have successfully collaborated on many different areas since 2010, comprising operational disciplines and enabling portfolios.

Collaborated Operations Command include the following service areas: Tactical Firearms; Firearms & Command Training; Operational Dogs & Dog Training; Public Order Training; Road Policing; Serious Collision Investigation; Forensic Collision Investigation; Firearms and Explosive Licensing; Duties & Resourcing; Specialist Search; ANPR and Vehicle Recovery; Drones; Emergency Planning and Operations Planning.

The following units are also included within Operations Command, although they are not collaborated and relate to Sussex Police only: Gatwick Airport, Specialist Enforcement Unit, Collision Team and Process & Prosecutions Team.

The operating model for Specialist Crime Command includes a collaborative approach to Homicide and Major Crime Investigations, Serious and Organised Crime, Intelligence, Forensic Investigations [including Digital Forensics], Surveillance, Cyber Crime and Economic Crime.

The key portfolios from an organisational enabling perspective are People Services [which includes Learning & Professional Development and Occupational Health], Digital, Data and Technology (DDaT), Commercial and Financial Services [which includes Finance, Estates, Fleet, Procurement and Insurance].

The Chief Officers responsible for DDaT, Finance and People Services work across both police force areas to identify and deliver further efficiencies and savings. This collaborative approach will help to enhance frontline policing by reducing duplication, streamlining management and rationalising processes and support services.

Emergency Services Collaboration

The Policing and Crime Act 2017 places a statutory duty on police, fire and ambulance services to work together.

I will actively seek opportunities to collaborate with other emergency services across our region where it is in the best interests of Sussex residents to do so. For example, East Sussex Fire & Rescue Command are co-located on site at Sussex Police Headquarters in Lewes, East Sussex.

Sussex Police and the South East Region

Sussex Police is one of five police force areas in the South East region. The other four forces are: Hampshire, Kent, Surrey and Thames Valley.

South East Regional Organised Crime Unit

The South East Regional Organised Crime Unit (SEROCU) provides a cohesive response to serious organised crime to four of the police forces within the region. Kent Police is covered by the Eastern Region Specialist Operations Unit.

The aim of the SEROCU is to deliver a coordinated, connected and coherent approach to target, tackle and dismantle those organised criminals causing significant harm across the South East region.

The unit also provides support to national agencies and delivers capabilities to safeguard and protect local communities from the impact of serious and organised crime.

Counter Terrorism Policing South East

The Counter Terrorism Policing South East (CTPSE) is a collaboration between the five forces in the South East, employing officers and staff from each police force area. CTPSE is part of the National Counter Terrorism Policing Network – a broader collaboration working to prevent and disrupt the threat from all forms of international terrorism, domestic extremism and threats from hostile states.

The aim of CTPSE is 'to keep the communities of the South East and beyond safe from terrorism' and does this by working with the regional forces to deliver on the four elements [protect, prepare, prevent and pursue] of CONTEST – the Government's Counter Terrorism Strategy.

CTPSE provides a specialist, integrated and coordinated policing response to counter terrorism to each of the forces across the region, sharing support functions with the SEROCU.

Counter Terror Specialist Firearms Officers

Sussex Police is also part of a five-force collaboration with the other police force areas in the South East for Counter Terror Specialist Firearms Officers (CTSFO).

These officers are split across two operational policing hubs at Gatwick Airport and Sulhamstead [near Reading] and provide a counter terror and high threat armed capability, both locally and nationally, as part of the CTSFO network.

South East Regional Integration Partnership

In 2018, Sussex, Surrey, Hampshire and Thames Valley Police formed the South East Regional Integration Partnership (SERIP) to identify and deliver business, process and technical change across the four police force areas.

The strength of the regional collaborative intent has been underpinned by each of the Police & Crime Commissioners and Chief Constables updating and recommitting to a Section 22 agreement which allows the forces to continue to collaborate on areas where public service is enhanced, and policing can become more effective.

The delivery of regional business and technical change across all four forces is recognised to be challenging given the volume and complexity of local change within individual police forces. In recognition of this complexity and the resources required to successfully deliver change across individual forces, SERIP will continue to remain a forum for discussion and shared best practice, although it will not progress any new initiatives at the present time. Cost savings and further efficiencies will, instead, be realised through reductions in the number of individuals working within SERIP.

Police Reform Landscape

Government have signalled an intention to deliver reform of the police landscape in England and Wales which will be set out in a White Paper, anticipated to be published in quarter one of 2025/26 and after this Police & Crime Plan has gone to print.

A Joint Police Reform Unit, comprising of senior representatives from the Home Office, Association of Police and Crime Commissioners and National Police Chiefs' Council is being established to help deliver these reforms along with changes resulting from the England Devolution programme.

The police landscape reform is expected to be delivered in three stages. The short-term will focus on enhancing police performance with the creation of a new National Neighbourhood Policing Performance Framework. This will be set up within the Home Office Performance Unit. Government will also work with police leaders to explore further collaboration opportunities, innovation and commercial opportunities to improve further efficiency and productivity. A new Centre for Police Productivity is being proposed to support deliver of this.

Delivered over the medium-term will be the creation of a new national policing body, being referred to as the National Centre of Policing. The National Centre will deliver national procurement and digital data services for policing as well as drive workforce development and leadership skills forward, setting the benchmarks for culture and standards. It is anticipated that during this phase, the Strategic Policing Requirement, for how Forces meet national policing priorities, will be amended.

Over the longer term, it is anticipated that the National Centre of Policing will have a greater role in the co-ordination and oversight of national and regional policing assets used to combat serious and organised crime and counter terrorism. Consideration is being given in this period to move to multi-year funding settlements as well as to review the national Police Allocation Formula (PAF), the mechanism used to apportion central funding to police forces.

It is also envisaged that PCCs and Mayors offices could take a wider role in oversight of the criminal justice system locally, including management of offenders and probation services. Devolution provides the opportunity for closer integration of crime prevention programmes with health, education and infrastructure development too.

The Office of the Sussex Police & Crime Commissioner is already in dialogue with the Home Office and Ministry of Housing, Communities and Local Government (MHCLG) and fully expects to be working in collaboration with each of the local authorities in Sussex as the devolution process moves forward.

Resourcing the Sussex Police & Crime Plan

Financial Resources and Planning

The policing priorities set out within this plan are strategically met through the allocation and management of financial resources, ensuring efficient policing and community safety in Sussex.

While the statutory local authority budget setting process continues to be on an annual basis, a longer-term perspective is essential to demonstrate financial resilience and sustainability. The Medium-Term Financial Strategy (MTFS) 2025/29 [\[INSERT HYPERLINK\]](#) – which covers four financial years and is updated annually – provides options for delivering a sustainable revenue budget and capital investment over the medium-term.

The strategy also sets out how the Chief Constable will be provided with the resources required to deliver the public priorities the plan, support the mission, vision and values of Sussex Police, meet the requirements of the Strategic Policing Requirement whilst ensuring value for money. The Chief Finance Officer is responsible for preparing the financial strategy which includes the input and assistance from the Chief Constable, Chief Finance Officer other police officers and staff within Sussex Police.

The net revenue budget for the four years of the MTFS totals £1.7 billion [£1,723.9m] with capital expenditure estimated at £116.1m.

Funding the Plan

The strategic plans are funded through a combination of government grants, council tax precept, reserves, and efficiency savings. These financial resources are allocated and managed to support policing, community safety initiatives in Sussex and victims of crime. The PCC determines the precept which is the police element of council tax.

Government grants, primarily from the Home Office, form a significant part of the Sussex Police funding. For 2025/26, core government grants, excluding one-off special grants, total £245.7m. The Ministry of Justice also provides grants towards services to victims of crime that are commissioned.

Council tax precept is another key funding source, with income raised from Sussex council taxpayers. This is an annual decision by the PCC, scrutinised by the Sussex Police & Crime Panel, with the precept shown separately on all council tax bills. For 2025/26, the precept is set at £266.91 for a Band D property, an increase of £14 from 2024/25. This is the 7th lowest of all policing precepts in England and Wales.

Reserves are an important resource for both day-to-day and medium-term financial planning. The PCC maintains a general reserve, aiming for a minimum of 4% of the net revenue budget, with 1% available to the Chief Constable for operational priorities. Earmarked reserves are designated for specific purposes, such as change management to enable savings and realise efficiencies and the resources will be used over the term of the strategy.

Efficiency savings are crucial for balancing the budget. Savings of £5m are required in 2025/26 after using reserves, with a further £19.4m needed in the following three years. These savings will be achieved through well-constructed workforce plans, rationalisation of estates, new operating model efficiencies, non-pay savings, and precept increases.

The PCC can undertake capital investment if the spending plans are affordable, prudent, and sustainable. Capital plans are prepared in accordance with the Chartered Institute of Public Finance and Accountancy Prudential Code. The PCC expects to require £116.1m to finance current capital investment plans over the next four years, including a combination of capital receipts, revenue funding, loans and other sources of funding.

Full details of the financial plans can be found on my website [here](#) **[INSERT HYPERLINK]**.

DRAFT

Services for Victims and Grant Funding

I am responsible for commissioning services for victims of crime in Sussex. This means determining how best to allocate this funding and overseeing delivery to ensure that individuals in Sussex have access to the best and most appropriate support services available.

My Commissioning Strategy sets out how I intend to continue to develop a strong community of voluntary services and effective partnerships with statutory agencies in Sussex, building their capacity and growing the market to provide services that respond flexibly to meet the needs of local residents.

Decisions on the most appropriate mechanism for commissioning services are made after assessing the benefits, restrictions and legal requirements. The methods chosen will be informed by these commissioning commitments and what is right for Sussex, with partnership agreements, grants and contracts used to support this.

Community Safety

I provide an annual community safety grant to support community safety initiatives in Sussex. A proportion of this grant is awarded to Brighton & Hove City Council, East Sussex County Council and West Sussex County Council to deliver youth offending services and drug and alcohol support, with further funding awarded directly to each of the CSPs in Sussex to deliver targeted activity to reduce crime and anti-social behaviour in those areas.

Safer in Sussex Community Fund

For the last 11 years, the remainder of this grant has been used for my Safer in Sussex Community Fund (SiSCF) and has provided financial support [grant awards up to £5,000] to a diverse range of local organisations and community projects that aim to reduce crime and improve community safety.

In total, £2.3m has been allocated to support 532 different community projects since the SiSCF was created. A list of each of the successful applications to the fund can be viewed here [\[INSERT HYPERLINK\]](#).

Victims' Services

From 1 October 2014, Police & Crime Commissioners became responsible for commissioning victims' services locally. To support this, I receive an annual grant from the Ministry of Justice (MoJ) [\[INSERT HYPERLINK\]](#) and between 2014 and 2025 I have commissioned services worth more than £31m to support victims and witnesses of crime in Sussex.

To ensure that victim support services are widely publicised and available to victims of crime, I will continue to promote and develop Safe Space Sussex [\[INSERT HYPERLINK\]](#) – the online directory of victim support services throughout Sussex. This service is available to all, regardless of whether individuals have reported offences to the police and/or are pursuing these through the criminal justice system.

The MoJ grant also stipulates that the funding should be used to provide quality services to victims. To support this approach, the Safe Space Funding Network [INSERT HYPERLINK] was created in 2018 to safeguard the quality of services provided by those in receipt of this funding in Sussex. This process requires the recipients of any grant funding to undergo a quality assurance process which is tiered dependent on the amount of funding applied for, including checks on safeguarding policies, financial management and the quality of the interventions delivered.

The funding provided by the MoJ must be used to commission services that reflect the needs of victims of crime in Sussex, identified through needs assessments. Part of this process involves the co-commissioning of services with a range of partners, including local authorities, National Health Service, Clinical Commissioning Groups and National Probation Service.

Through the Funding Network, local services are also able to bid for funding to support projects identified as part of the annual assessment. In total, £2.4m has been allocated to fund over 90 projects supporting victims of domestic abuse; sexual violence; stalking; hate crime; road crime and fraud since the Funding Network was created. A list of each of the successful applications can be viewed here [INSERT HYPERLINK].

Proceeds of Crime Act

The Proceeds of Crime Act 2002 provides for the confiscation or civil recovery of the proceeds from crime. Linked to this, the Asset Recovery Incentivisation Scheme (ARIS) has more than 250 participant agencies seeking to recover these proceeds through confiscation orders which are shared, pro-rata, amongst these participating agencies, including Sussex Police, to tackle and prevent crime.

Confiscation and asset recovery are complex processes conducted separately but in parallel to the judicial process. This process explores the defendant's criminal benefit as the value of the property obtained as a direct result of or in connection with criminal conduct, including the determination of the court as to whether a defendant has a criminal lifestyle. ARIS receipts are forwarded to participating agencies for use in the further prevention or reduction in crime or asset recovery.

Equality, Diversity and Inclusion

The Public Sector Equality Duty (PSED) [\[INSERT HYPERLINK\]](#) requires all Police & Crime Commissioners to consider the needs of all individuals, regardless of their protected characteristics, when developing and implementing their police and crime plans. This compliance against the PSED is demonstrated throughout the plan as follows:

Public Sector Equality Duty

I am committed to upholding the Public Sector Equality Duty (PSED) and ensuring that Sussex Police, the Office of the Sussex Police & Crime Commissioner and service providers deliver a fair and equitable service to:

1. Identify and Address Inequalities:

- **Data-Driven Approach:** Utilise data analysis to identify disparities in policing outcomes across different groups, such as race, gender, disability, and sexual orientation.
- **Targeted Interventions:** Implement targeted interventions to address specific areas of inequality, such as stop and search practices, use of force, and victim support services.

2. Engage with Diverse Communities:

- **Community Engagement:** Actively engage with diverse communities through community meetings, surveys, and focus groups to understand their specific needs and concerns.
- **Building Trust:** Build trust with marginalised communities through open and honest communication, transparency, and accountability.
- **Cultural Competence:** Encourage the train officers and staff to be culturally competent and sensitive to the needs of diverse communities.

3. Promote Equality and Diversity:

- **Diverse Workforce:** Promote diversity within the police force through recruitment, retention, and promotion practices.
- **Inclusive Culture:** Foster an inclusive workplace culture that values diversity and equality.
- **Challenge Bias and Discrimination:** Implement measures to challenge bias and discrimination, such as unconscious bias training and zero-tolerance policies.

4. Train and Develop Staff:

- **Mandatory Training:** Make equality, diversity, and human rights training mandatory for all officers and staff.
- **Specialised Training:** Provide specialised training for officers who work with vulnerable groups, such as victims of domestic abuse and hate crime.
- **Performance Management:** Incorporate equality and diversity into performance management frameworks.

5. Monitor and Evaluate:

- **Regular Reviews:** Regularly review the police force's performance against equality objectives.
- **Independent Scrutiny:** Seek independent scrutiny of the force's equality and diversity practices.

- **Learning and Improvement:** Use evaluation findings to identify areas for improvement and implement changes.

Race Action Plan

I will ensure that the police force adopts and implements a robust Race Action Plan, aligned with national and local priorities. This plan will focus on:

- ✓ **Recruitment and Retention:** Increasing the diversity of the police workforce, particularly at senior levels.
- ✓ **Fairness and Impartiality:** Ensuring that policing decisions are fair and impartial, free from bias and discrimination.
- ✓ **Community Engagement:** Building strong relationships with Black, Asian and other communities.
- ✓ **Data-Driven Policing:** Using data to identify and address racial disparities in policing.
- ✓ **Training and Development:** Providing training to all officers and staff on race, equality, and diversity and ensure value for money and that outcomes can be measured and tracked over time.
- ✓ **Accountability and Transparency:** Implementing robust systems of accountability and transparency to ensure that the force is held to account for its actions.

Code of Ethics and Code of Practice for Ethical Policing

The College of Policing has also developed a Code of Ethics [\[INSERT HYPERLINK\]](#) and Code of Practice for Ethical Policing [\[INSERT HYPERLINK\]](#) to provide the Chief Constable with direction on promoting and supporting ethical and professional behaviour within Sussex Police.

The Code of Practice also provide clear expectations for how chief officers should lead and organise the Force to support the positive reinforcement and development of ethical and professional behaviour and policing practice.

About Sussex

Sussex Police covers a population of 1.72 million people. The police force area covers the rural and urban counties of East Sussex [including Brighton & Hove] and West Sussex.

The South Downs National Park covers an area of 628 square miles and stretches for 87 miles from Winchester to Eastbourne through Hampshire, West Sussex and East Sussex and a coastline that spans 137 miles from Chichester Harbour to Camber Sands.

Sussex also has Gatwick Airport – the second busiest airport in the United Kingdom – and the Port of Newhaven – one of the oldest gateways to France.

FORCE AREA: 1,462 square miles.

POPULATION:-1.72m people.

750 households.

1,176 people per square mile.

WORKFORCE: 87% frontline police officers, staff and PCSOs.

3.13 per 1,000 population.

CRIMES: 0.05 crimes per person.

COST: 49p per person per day.

[Source: HMICFRS – Sussex Police Key Facts]



Three external bodies work closely with Sussex Police to set standards and scrutinise performance:

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services is the inspection body which provides regular annual and thematic inspections.

The College of Policing sets the standard for policing and carries out research.

The Independent Office for Police Conduct oversees the complaints process nationally.

Roles and Responsibilities

The Police Reform and Social Responsibility Act (2011) [\[INSERT HYPERLINK\]](#) established the role of the Police & Crime Commissioner. The Act set provisions for the replacement of police authorities with directly elected Police & Crime Commissioners aiming to improve police accountability by 'reconnecting' the public with policing.

Role	Responsibilities	General	Complaints
Police & Crime Commissioner	<ul style="list-style-type: none"> • Setting the strategic direction for policing in Sussex. • Publishing a Police & Crime Plan. • Setting the budget and precept for policing in Sussex. • Commissioning of victims' support services. • Holding the Chief Constable to account for delivering policing that is efficient, effective and responsive to the needs of the public as set out in the Police & Crime Plan. • Appointing, and if necessary, dismissing the Chief Constable of Sussex Police. 	The PCC is elected every four years and is the corporation sole throughout the term of office. Further statutory duties and powers are set out within the Act.	Local oversight of the complaint handling by Sussex Police; Independent Review Body for certain complaints made through the formal complaints system within Sussex Police and dealing with complaints made against the Chief Constable.
Chief Constable	<ul style="list-style-type: none"> • Keeping the communities of Sussex safe and secure. • Delivering efficient and effective operational policing which responds to the needs of the public. • Managing resources and expenditure by the police force. 	The Act protects the operational independence of the police by making it clear that the Chief Constable retains direction and control of all officers and staff.	Consider and investigate any complaints or conduct matters against police officers and staff.
Police & Crime Panel	<ul style="list-style-type: none"> • Reviewing, reporting and making recommendations on the Police & Crime Plan and the policing precept. • Scrutinising key strategic decisions and documents [including the Police & Crime Plan]. • Making recommendations to the Police & Crime Commissioner on the discharge of her functions. • Holding confirmation hearings for the proposed appointments of Chief Constable, Chief Executive and Chief Finance Officer. • Power to suspend the Police & Crime Commissioner if charged with an imprisonable offence or appoint an acting Police & Crime Commissioner where the incumbent is incapacitated, resigns or is disqualified. 	<p>Scrutinise the decisions of the Police & Crime Commissioner.</p> <p>Membership consists of a maximum of 18 councillors from each of the 15 local authorities within Sussex, plus two independent members.</p> <p>There is a requirement for political and geographical balance amongst the elected members of the Panel.</p>	Consider any complaints or conduct matters against the Police & Crime Commissioner.

Glossary

Anti-social behaviour – Personal, nuisance and environmental are all types of anti-social behaviour. This can include abandoned vehicles; nuisance or inappropriate use of vehicles; rowdy or inconsiderate behaviour; rowdy or nuisance neighbours; illegal waste dumping, fly-tipping and polluting watercourses and land, littering or drugs paraphernalia; animal problems; trespassing; nuisance calls; street drinking; prostitution-related activity; nuisance noise; begging and misuse of fireworks.

Child sexual exploitation – is a type of sexual abuse. When a child or young person is exploited, they are given things – gifts; drugs; money; status and affection – in exchange for performing sexual activities. Children and young people are often tricked into believing that they are in a loving and consensual relationship – this is known as grooming. The child or young person may also trust their abuser and not understand that they are even being abused.

Elder abuse – is a single, or repeated act, or lack of appropriate action, occurring within any relationship where there is an expectation of trust which causes harm or distress to an older person.

Female Genital Mutilation – is a procedure where the female genitals are deliberately cut, injured or changed without any medical reason for this to be done.

Forced marriage – is where one or both people do not or cannot consent to the marriage, and pressure or abuse is used to force them into marriage.

Honour-based violence – is a crime or incident which has or may have been committed to protect or defend the honour of the family and/or community.

Human trafficking – is a crime where victims can be forced, deceived and/or coerced into being transported within regions, countries and/or around the world with the intention of exploiting these individuals for labour, sexual purposes, human tissue/organ harvesting and/or other exploitative objectives that involve criminal activity.

Modern slavery – is serious and organised crime which can involve subjecting victims to forced and/or compulsory labour and/or holding individuals in domestic servitude, including human trafficking [see above], for personal or commercial gain. Modern slavery offending is present within most other crime types and can manifest itself in almost any commercial scenario including construction, manufacturing, shops, bars, nail bars and car washes.

Rural crime – includes agricultural; equine; wildlife and heritage crime. This can include theft of equipment or fuel; damage to property; unauthorised encampments; livestock worrying; hare coursing; poaching and interfering with protected species; lead theft from churches; damage to ancient monuments and illegal metal detecting.

Stalking – is the act or crime of undertaking fixated, obsessive, unwanted and repeated behaviour(s) that may include following, harassing and/or intimidating the victim in person.

BACK PAGE

Sussex Police & Crime Commissioner
Sackville House
Brooks Close
Lewes
East Sussex
BN7 2FZ

01273 481561

pcc@sussex-pcc.gov.uk

@sussexpcc

www.facebook.com/SussexPCC

Please visit my website and sign up to my weekly newsletter: www.sussex-pcc.gov.uk

How to contact Sussex Police

Report online at www.sussex.police.uk/contact-us

Call 101 for all non-emergency calls which do not require an urgent response.

Always call 999 in an emergency when a life is threatened or there is imminent danger.

If you need a support service, please visit the Safe Space Sussex website:
www.safespacesussex.org.uk