FP25 Plan

Mission: Fighting Crime, Protecting People

Vision: Northamptonshire Police will provide an outstanding policing service, putting the public first in all that we do, and in doing so will support stronger, safer and sustainable communities

Our outcome deliverables:

- Our communities across Northamptonshire are safer and better protected
- Victims and service users consistently report high satisfaction levels with our service
- We inspire public confidence

Help deliver the Northamptonshire Police and Crime Plan

What we need to be best at:

Tackle and prevent crime:
We are accessible to the public, deploying the right resource or partner agency for a swift, professional response that is proportionate to the harm caused to the individual and the community. Those responding take ownership and pride in delivering a quality response with the aim of resolving matters as early as possible and to prevent further harm.

Investigate crime:
We deliver high quality, swift, victim focussed investigations with a clearly identified officer in charge. We achieve a just outcome, prevent reoffending and repeat victimisation. We ensure our investigations are proportionate to the harm caused to the victim and the community.

Early intervention and prevention:
We work with and influence partners to understand the causes of crime and harm in our communities, and work with them to prevent crime long term. We will intervene early to protect vulnerable people and prevent harm.

Ensure Northamptonshire Police is a great place to work:
We are an employer of choice within an environment that values diversity and everyone in the Force feels proud to work here. Where people are engaged, included and feel empowered, appreciated and supported. We are able to recruit and retain talent and provide people with training and careerdevelopment opportunities.

Digitally enabled:
We are skilled and equipped to fight crime and protect people in a digital age; we will be accessible to the public in ways that meet their needs, fully exploit digital evidence and intelligence in the pursuit of justice, and use technology to support and empower our staff and to support collaboration.

We operate a place-based model:
Our local teams have clear understanding and ownership of their communities and the problems they face. Working closely with partners, we are accessible, visible and engaged with our communities, and will work together to deliver long term and sustainable improvements.

What will help us get there:

We are innovative and evidence-based
We collect, share and analyse the right information, make sure information is readily accessible, and ensure our decisions are supported by data and evidence. We use this information to understand demand, inform the policing priorities and develop new innovative practice for Northamptonshire Police.

The right attitude, behaviour and values
We understand that no individual is more important than another, rather we have different responsibilities and our common purpose is to service the public with passion, commitment, impartiality and without judgement. We live by the Force values of Public Service, Transparency, Impartiality and Integrity and they are our guiding principles and key informers of the decisions we make and attitudes we display – doing the right thing.

Leadership
We are emotionally intelligent. We interpret the dynamics of the people around us in order to earn their trust, engage and forge genuine connections with them. This means we are strong and flexible communicators who not only lead, but who inspire confidence and empower innovation. Those around us trust us because we are worthy of trust. We are professionally knowledgeable, committed to each other and enthused in how we discharge our duty.

The resources we need to be successful:

Our people:
We ensure we have the right people, in the right place, at the right time with the right knowledge and skills. We will identify, develop and nurture talent and a culture of personal and professional development.

Our kit:
We ensure that our technology, estate, fleet and equipment enables us to deliver our services in a way that:
- transforms our relationship with the public and our ability to protect them,
- empowers the workforce to be most productive and effective; and
- transforms investigations in delivering swift and effective justice.

Our resources:
We make the best use of our funding, focus investment on areas of greatest priority, and identify efficiencies by simplifying our processes and removing unnecessary bureaucracy, waste and inefficiencies.