

POLICING VISION 2030

 Strategic Policing Partnership Board



Policing Vision 2030

The sector-led Strategic Policing Partnership Board has developed Vision 2030 which builds on the successes of the Policing Vision 2025 to make transformative change across the whole of policing. This revised Vision will ensure we are all aiming at the same destination for policing, and it identifies the key priority themes for focus and delivery that will help us get to where we think policing should be by 2030.

Produced by policing, for policing, our Vision provides an overarching, longer-term vision for us to focus on together as a system, putting the service in the right place to deliver on both local and national priorities for policing.

Our Vision will inform the activity of individual policing organisations who will have due regard to the Vision's objectives within their own strategies and business plans. As such, Vision 2030 will be delivered through the activity of these organisations.

Whilst the policing landscape has changed, and will continue to change, we remain committed to ensuring that all the communities that we serve trust us to keep them safe, and we strive to strengthen this trust through meaningful and respectful engagement between the police and the public. We recognise the events which have undermined this relationship, however we are determined to both tackle the problems head-on and to continue our work to be an inclusive, fair and anti-racist police service which safeguards the most vulnerable and supports victims.

Preventing and responding to crime are core pillars of our Vision. To achieve both we recognise the value of working together and learning from one another.

We must be able to adapt to the changing nature of crime and will make sure that our service has the right tools to do this. Furthermore, we will play our part in reforming the Criminal Justice System to ensure criminals are brought to justice.

The Vision is also about those who work within our service. We want to be a representative and inclusive workforce with effective leaders and a strong ethical and professional culture which challenges inappropriate behaviour when it occurs. Our workforce will be well supported, physically and mentally, and will be encouraged to assist with developing our police service.

And finally, we want to be an agile service that is more efficient, productive and sustainable. We continue to strive for the agility which policing demonstrated during its response to COVID-19.

In summary, this is policing's vision of where it wants to be by 2030, to deliver a police service that is effective, inclusive and trusted by the communities it serves.



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Joint Chair of the SPPB
Chair of the APCC



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Joint Chair of the SPPB
Chief Executive Officer,
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Martin Hewitt
Joint Chair of the SPPB
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Vision Statement:

By 2030, to be the most trusted and engaged policing service in the world working together to make communities safer and stronger.



PILLAR 1: To help keep our communities safe

OBJECTIVE 1

Identify and **safeguard more of the most vulnerable** people and locations

OBJECTIVE 2

Reduce **serious violence**, including **violence against women and girls**

OBJECTIVE 3

Better protect and support **victims** throughout all stages of the Criminal Justice System

OBJECTIVE 4

Ensure accountability and strengthen trust by increasing **meaningful, respectful and effective public engagement** across a diverse range of communities

OBJECTIVE 5

Ensure the police is increasingly seen as **inclusive, fair and anti-racist** with a zero tolerance approach to all forms of discrimination

OUTCOME: An increase in public trust in the police to keep them safe



PILLAR 2: To prevent crime and criminality

OBJECTIVE 1

Collaborate more across policing and with local authorities, businesses and the voluntary, community and social enterprise sector to prevent crime and exploitation

OBJECTIVE 2

Drive forward the **public health approach** to prevent crime and protect the vulnerable

OBJECTIVE 3

Improve the use of **multi-agency data**, predictive analytics and future crime statistics to inform prevention activity

OBJECTIVE 4

Ensure a commitment to **Neighbourhood Policing** to increase visibility and reassure communities

OBJECTIVE 5

Share evidence based practice and embed a **preventative culture** as a core police function

OUTCOME: More collaboration and partnership working to prevent crime and criminality





PILLAR 3: To respond effectively to all appropriate demand and bring perpetrators to justice

OBJECTIVE 1

Continue to anticipate and adapt to the **changing nature of crime and criminality**

OBJECTIVE 2

Address **more hate crime** and the impact this has on community confidence

OBJECTIVE 3

Increase the use of **science, technology and research** across policing and with partners to support the police in tackling crime

OBJECTIVE 4

Produce consistent, high-quality **data** and use it to inform decision making and response

OBJECTIVE 5

Contribute towards **Criminal Justice System reform** and improvements to ensure criminals are effectively and efficiently brought to justice

OUTCOME: An improved and more dynamic approach to tackling policing demand



PILLAR 4: To develop and inspire our workforce and evolve our culture

OBJECTIVE 1

Focus on attracting the best people from all communities to ensure **policing is representative and inclusive at all ranks**

OBJECTIVE 2

Establish a **strong ethical and professional culture** that enables and welcomes inclusion, and challenges inappropriate and non-inclusive behaviour when it occurs

OBJECTIVE 3

Encourage more active participation from colleagues across policing to **improve their workplace**, and be receptive to the employee voice

OBJECTIVE 4

Develop **effective leadership** at all levels

OBJECTIVE 5

Safeguard the workforce with a strong focus on both their **physical and mental health and wellbeing**

OUTCOME: A talented, representative and inclusive workforce that feels supported and has the capabilities to meet future policing challenges



PILLAR 5: To embed a culture of continuous improvement and innovation in policing

OBJECTIVE 1

Embed a culture of **continuous improvement and effective problem solving** across policing and be open to challenge and learning from others

OBJECTIVE 2

Develop a **learning and evidence informed culture** and approach, working closely with academia to develop a technology knowledge base

OBJECTIVE 3

Develop our individual leaders to be more **data literate and digitally competent**

OBJECTIVE 4

Commit to delivering a **sustainable police service**

OBJECTIVE 5

Deliver a more **efficient and productive police service**, delivering value for money and balancing opportunity and risk

OUTCOME: A police service that demonstrates greater agility and innovation