

Respond to Local Concerns. Understanding our communities and managing risk within them.

- We will keep neighbourhoods safe (and make them feel safe) by delivering personalised local-policing; utilising evidence-based tactics to put the right people in the right places.
- We will effectively manage and, where possible, prevent those signal incidents which are likely to have a disproportionate effect on how safe people feel or which will act as a trigger for crime and disorder.
- We will respond promptly and appropriately to calls for help, communicating risks clearly and making clear plans to manage identified harm.

Investigate Crime and Protect the Most Vulnerable. Protecting those who will be hurt, or hurt again, if we don't take action.

- We will focus on preventing child abuse (including CSE), domestic abuse and the targeting of vulnerable adults.
- We will work with key partners using an enhanced Multi-Agency Safeguarding Hub to provide effective and joined-up safeguarding services to victims of child, domestic and adult abuse.
- We will establish a victims' hub to access the needs of all victims of crime and ASB and make referrals to enhanced victim support services if required.

Staff Professionalism. Supporting, developing and rewarding "Our People" to deliver our Policing Priorities.

- We will support, motivate and develop our staff to ensure that policing services are delivered in a caring and professional way.
- Managers and supervisors will lead by example, setting clear standards of behaviour and working to ensure standards are met and exceeded.
- We will develop role models and ethical leaders at all levels of the organisation to most effectively manage community risk.

Keep People Safe in their Communities.

- We will focus on reducing crime and ASB in every neighbourhood. Where incidents occur we will respond effectively, prioritising action to reduce harm.
- We will listen to our communities; understand how they feel about issues and respond to the things that matter most.
- We will target those offenders who cause most harm to our communities and intervene to reduce their offending.