

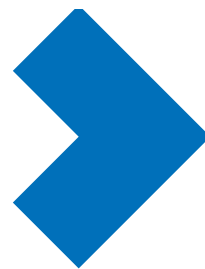


jersey.
police.uk



States of Jersey

POLICE ANNUAL REPORT 2021



R.84-2022 (re-issue)

Prepared by



ANNUAL REPORT 2021

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FOREWORD



I am delighted to present the annual performance report for the States of Jersey Police for the year 2021.

Our annual crime figures remain low and the organisation end of year financial report shows an underspend of £0.1million, out of an annual budget of £25.8 million.

In addition to meeting staff and operational costs, 2021 saw significant investment in both equipment replacement and staff training to maintain a resourced and skilled workforce as detailed in the key policing priorities.

The Community Policing Team was reinforced, owing to investment approved with additional government funding fought for by our late Minister for Home affairs Len Norman who said at the time:

“Community policing remains at the heart of what States of Jersey Police excel in doing; engaging with Islanders to prevent crimes and problem solve. I’m very pleased that the additional Government funding has enabled the force to strengthen in numbers, and allow for a dedicated officer for each parish to serve our Islanders.”

There is no doubt that the return of a dedicated community policing team is something that the public wanted and I’m delighted to see its reintroduction at a time when support for those most vulnerable in our community should be at the forefront of all our efforts.

Despite the overall strong performance, there are some areas that continue to provide a challenge. Like other forces, Jersey Police are increasingly spending time dealing with mental health related incidents. Police dealt with 1162 recorded mental health incidents in 2021, an increase of 17% and an average of three incidents per day.

We know a joined-up approach is key when responding to those with mental health needs and requires a range of partners to work seamlessly together to provide assessment, wrap around support and care. 2021 has seen us work even closer with colleagues in other support services and we’ll build on this approach throughout 2022.

The cost of the Pandemic will continue to affect departmental budgets for several years to come and already we are seeing increasing pressure from government to assist with the rebalancing of government finances by maximising efficiencies. Whilst this is a concern for many, the JPA will not approve of efficiencies that could pose a detrimental impact to policing our Island.

We continue to revise our policing priorities on an annual basis and our revised priorities for 2021 are shown on page 5.

The JPA look forward to working alongside SOJP colleagues in monitoring the delivery of the revised priorities and the long-term Strategic Vision on behalf of the Minister for Justice and Home Affairs.

“There is no doubt that the return of a dedicated community policing team is something that the public wanted and I’m delighted to see its reintroduction at a time when support for those most vulnerable in our community should be at the forefront of all our efforts.”

DR JASON LANE CHAIR, JERSEY POLICE AUTHORITY



DR JASON LANE CHAIR, JERSEY POLICE AUTHORITY

FOREWORD



I am delighted to provide the foreword for this year's annual report. Our organisation has performed brilliantly in the last 12 months, keeping crime levels low and continually adapting to the ongoing disruption of the pandemic.

I'm very pleased with the end of year performance statistics and I'm enormously grateful to the team for all their hard work. The pandemic has created an extraordinary time for policing, during which States of Jersey Police has continued to adapt. All staff have continued to show genuine resilience and have adapted to changing demand, often making personal sacrifices to protect the public.

We welcomed an intake of ten new Police Constables in 2021 alongside a number of experienced officers transferring from the UK to increase operational resilience.

Our recent recruitment drive has enabled us to reinvigorate our Community Team and despite the challenges of COVID-19, which made us even more determined to introduce this for Islanders when it is needed the most, we have delivered.

Delivering this initiative has been a top priority for the States of Jersey Police and we are enormously grateful for the support we've received from our Minister and the Jersey Police Authority.

Providing each Parish with a dedicated officer will ensure we stay connected with our communities and deal with the issues that matter the most to them. Community policing is very much about getting 'back to basics' and is an integral part of our policing culture and tradition. I look forward to the positive impact that the investment into such a core team will have on the Island.

This is particularly welcome news as the force hits the one-year anniversary of the re-introduction of a Drugs Squad in January 2021.

This dedicated team of officers have been focussing on those drug related investigations that have a serious impact on our community.

They've also been working closely with Jersey Customs and Immigration Service (JCIS) and the Community Policing Team to disrupt organised

crime groups targeting the island. 2021 saw them execute 70 warrants, make 100 arrests, seize £500,000 worth of drugs and £100,000 in cash.

Juvenile crime remains a concern with an increase of 36% in 2021. A focus on this will be part of joint multi-agency activity for 2022, seeking to divert young people from crime, alongside a focus on reducing juvenile missing person reports. Police are dedicated to supporting and safeguarding these young people, particularly those being reported missing from Government care settings.

Incidents of antisocial behaviour were also down from 3,323 in 2020 to 2,497 in 2021. I offer my sincerest gratitude to all who have contributed to the achievements of States of Jersey Police during 2021, but of course this year our aspiration is to continuously improve the service we provide islanders.

We look forward to welcoming a further 10 new Police recruits in April 2022 and will soon be launching a recruitment campaign for staff to work in the Jersey Financial Intelligence Unit.

"I'm very pleased with the end of year performance statistics and I'm enormously grateful to the team for all their hard work. The pandemic has created an extraordinary time for policing, during which States of Jersey Police has continued to adapt."

ROBIN SMITH, CHIEF OFFICER, STATES OF JERSEY POLICE



ROBIN SMITH, CHIEF OFFICER, STATES OF JERSEY POLICE



Tribute for our Minister for Home Affairs – Len Norman

Flags were flown at half-mast in Jersey in honour of the Home Affairs Minister, who died on Tuesday (1 June) at the age of 73.

The St Clement Constable was the longest serving States Member having been elected to the Assembly more than 37 years ago.

Len was incredibly dedicated to serving the Island and in particular to the parish of St Clement. He was initially elected as St Clement Deputy in 1983, holding that position until 1996 when he then successfully stood in the Senatorial elections. He became St Clement Constable in 2008 and was Chief Minister John Le Fondré's choice to take on the role as Minister for Home Affairs in 2018.

As well as his political passion, Len was known for his dry sense of humour, kindness and sharp intellectual wit.



Minister for Home Affairs – Len Norman

Paying tribute to Len, JPA Chair stated:

“Len was always a strong supporter of Justice and Home Affairs and was proud of all the services that form the department of Home affairs. His absence leaves a huge hole, however his energy, passion and contribution will live on and we will forever be grateful to him for his dedication and support.

I was fortunate enough to have worked with Len since 1999 and enjoyed a good relationship with him since. A keen supporter of the Authority, he was sharp, decisive and direct. He will be sorely missed.”

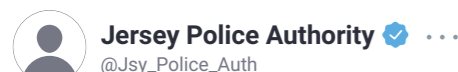
Len worked tirelessly for our emergency services in recent years, and we have included his words were appropriately quoted within this report.



Our deepest condolences on behalf of us all at @JerseyPolice. We have lost one of our most loyal and determined supporters today. We will miss you, your kindest and your good humour. RIP Connétable Norman.



Sad to hear of the passing of #StClement Constable and Home Affairs Minister, Constable Len Norman. He was a great supporter of the @Honorary_Police and our thoughts are with his family at this sad time.



We are incredibly sad to learn of the passing of our Minister for Home Affairs Connétable Len Norman. Len has always been incredibly supportive of our work as a Police Authority and passionate about his role in supporting our emergency services on Island. We miss him already.

Following on from the 4 year policing plan published last year, the policing priorities for 2021 were updated and refreshed as is pictured here.

Our Policing Plan on a page for 2021

Our Strategic Vision

In delivering our Policing Plan, we will ensure that Jersey remains a safe place to live and crime stays low. We commit to support and safeguard the vulnerable people within our community as well as victims of crime. We want people to continue to have trust and confidence in our police force, and in doing so, we will ensure that our Police Force is modern, well led and is continuously improving so that we are appropriately resourced to ensure our workforce resilience.

- Jersey remains safe and crime is low
- Victims of crime and vulnerable people are safeguarded and supported
- People have trust and confidence in our police
- The States of Jersey Police and staff are well led and constantly improving
- The States of Jersey Police is appropriately resourced to ensure it has a resilient workforce

Our Policing Priorities

- Reduce Youth Offending
- Tackle domestic abuse and sexual violence in all its forms
- Investigate and seek to prosecute offences of money laundering and terrorist financing
- Continue to deliver support to public health colleagues to implement government guidelines
- Reduce mental health demand on police
- Target incidents of repeat offenders and victims of domestic abuse
- Deliver the Victims Charter for Jersey and launch Victims First Jersey
- Further develop our community policing capability focusing on crime prevention and public engagement
- Tackle areas that cause the most harm and adverse impact in our community
- Continue to increase the diversity of the States of Jersey Police to better represent the community it serves
- Support the rebalancing of government finances by continuing to maximise efficiencies
- Continue to drive efficiencies, in particular through digital transformation opportunities
- Research, monitor and prepare for emerging crimes and trends
- Continue to prioritise our organisation's health and well-being by delivering our well-being strategy
- Continue to invest in the skills and capabilities of everyone in our organisation
- Develop and implement career and succession paths and talent development plans

Our Strategic Indicators

- We will focus on preventing crime and harm by continuing to work in partnerships
- We will reduce the number of repeat victims and offenders, and reduce the number of children exposed to domestic abuse
- We will see an increase in victims supporting criminal complaints and an increase in domestic abuse victims feeling safeguarded by the police
- We will ensure our resident population continue to feel safe in their communities
- We will monitor any change in the cost of policing per 1,000 population
- We will continue to meet our response targets to requests for assistance and we will continue to catch criminals
- We will continue to ensure that States of Jersey Police target the issues that matter most to Islanders
- We will monitor any change in the number of police officers and staff per 1,000 population
- We will see an increase of our workforce who describe SOJP as a good place to work
- We will see an increase of officers and staff who consider themselves competent to undertake their duties

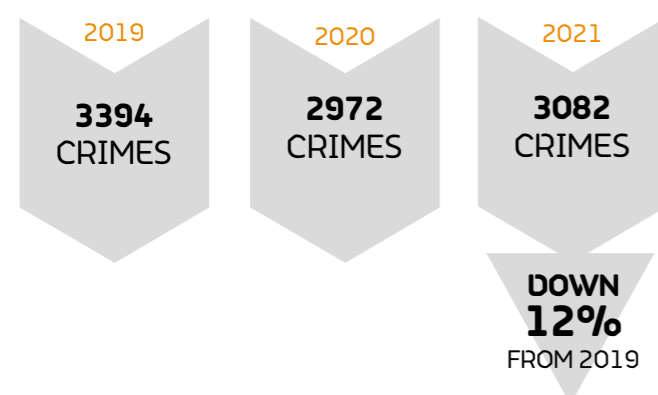
Jersey remains safe and crime is low

All Recorded Crime

The only crime type we have seen an increase in during 2020 & 2021 is Malicious Damage, which saw a 16% increase in reported crimes.

In 2021, repeat adult and juvenile offenders accounted for 35% of all recorded crime – a third of all crime being committed by repeat offenders.

All Recorded Crime by Year



All Recorded Crime by Category



Police Procedures and Criminal Evidence Law

2021 PACE FIGURES



NTE Night Time Economy Crimes

Since the pandemic began, Night Time Economy crime has reduced significantly but is beginning to show a steady increase month to month.

All incident Logs: (ilogs)

There has been a decrease of almost 800 total incident logs (decrease of 4%) for 2021. This calculates an average of 50 ilogs per day for 2021 in comparison with 53.5 during 2019.

Anti-Social Behaviour incidents (ASB)

Police record the highest levels of repeat involvement in Anti-Social Behaviour incidents, with the 'Top 10' individuals being involved in 11% of all incidents in 2021.

Over 50% of these Anti-Social Behaviour incidents occur at the weekend.

Anti-social Behaviour 2020 vs 2021

ASB has seen a 23% reduction in 2021, compared to 2020. This may be attributed to special policing operations undertaken in Town, targeting the core group of identified individuals known to cause regular disruptions. The response teams and special Community Policing Team made regular communications with victims, offenders and in some specific locations whilst working in partnership with Jersey Youth Service, Andium Homes and Children's Social Services, amongst others.

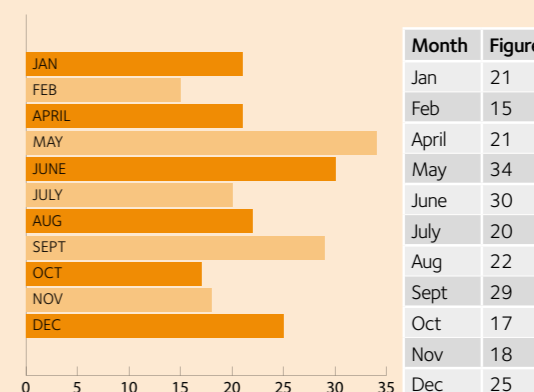
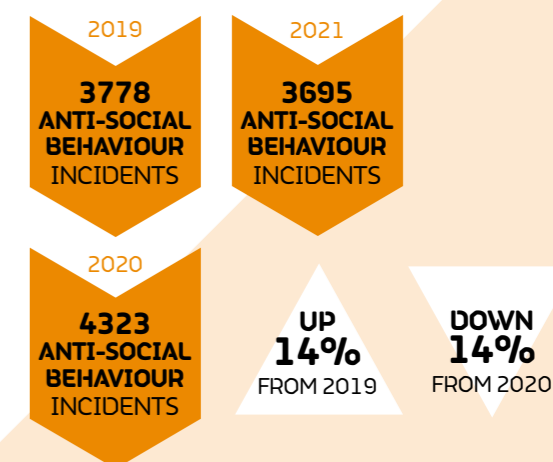
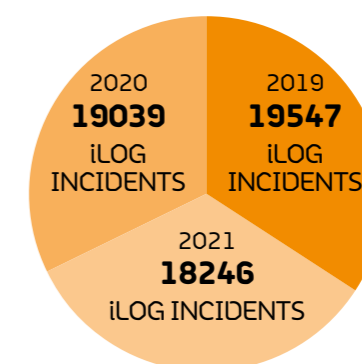
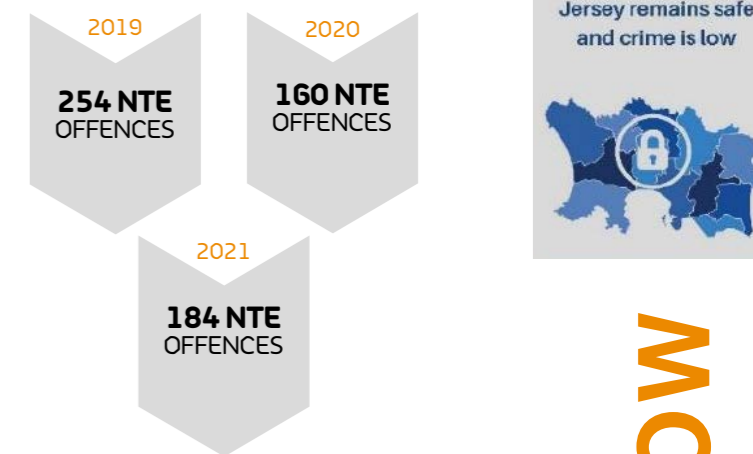


Table show Alcohol Related Crime

JERSEY IS SAFE AND CRIME IS LOW

Arrests and Custody

Recorded Crimes



Total Arrests adult and juvenile



Figures show the total arrests and custody adult and juvenile offenders

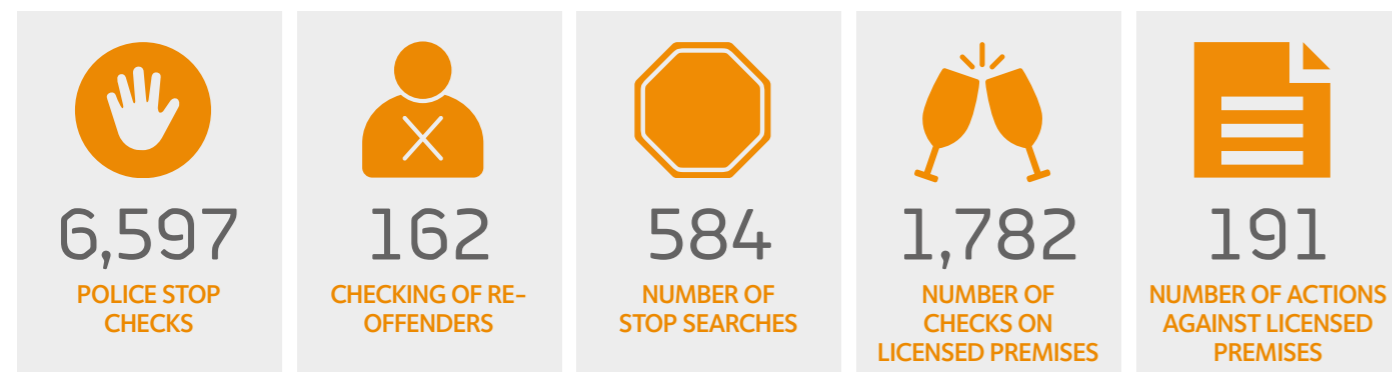
60% Over the past two years, SOJP have been making arrests for over 60% of all crimes recorded.

1,444 There were 1,444 custody detentions under Police Procedures and Criminal evidence Jersey Law 2003 detention criteria

9:27:03 Average detention time for detainees held in police custody was 9:27:03

22 Number of detentions under Place of Safety Legislation

Stop and Search Statistics

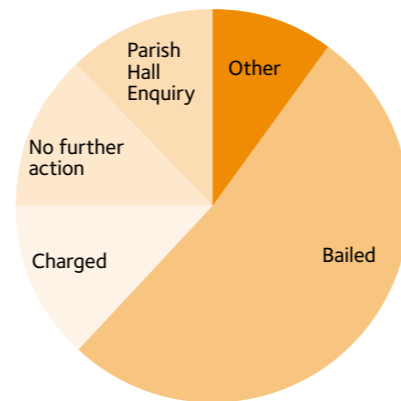


Youths in custody 460

460 arrests of young people during 2021. Many of these arrests were for repeat offenders.

Custody outcomes

Custody Outcomes	Percent %
Other disposals	10
Parish Hall Enquiry	12
No Further action	13
Charged	13
Bailed	52



Owing to the Pandemic and essential personnel only allowed into the custody suite, In the absence of Independent Custody Visitors attending the police station to conduct unannounced visits and inspect the conditions of which detainees were being held. It was agreed that the executive officer from the JPA could maintain the independent spontaneous inspection of custody records to ensure that detainee's human rights were being upheld.

It is hoped that a new recruitment campaign for additional ICV's will happen in 2022. And following suitable training regular unannounced inspections can continue as per pre-pandemic conditions.

If you would like to learn more about the ICV role or make enquiries about becoming an ICV, please contact the JPA for more information.



What is a Grade 1 Emergency?

- Danger to life.
- Use or immediate threat of use, of violence.
- Serious injury to a person and/or serious damage to property.
- A crime is, or is likely to be, serious and in progress.
- An offender for a crime has just been disturbed at the scene of the crime.
- An offender for a crime has been detained and poses, or is likely to pose, a risk to other people.
- A Road Traffic Collision (RTC) involves or is likely to involve serious personal injury, the road is blocked or there is a dangerous or excessive build-up of traffic.
- The circumstances are such that a police call handler, following a T.H.R.I.V.E. (Threat, Harm, Risk, Investigation, Violence, Environment) assessment, has strong and objective reasons for believing that the incident should be classified as requiring a Grade 1 Emergency Response.

ONLY CALL 999 IF...

- There is a danger to life
- A crime is happening now (or has just happened)
- You have immediate concerns for safety
- There is a dangerous incident on the road
- You see something suspicious that needs immediate attention

NOT AN EMERGENCY?

Help us to keep our 999 lines free for your emergencies

For information and advice: www.jersey.police.uk

Call 612612 or report online for any crimes or incidents that aren't currently in progress or haven't just happened

Emergency Response Times

States of Jersey Police exceeded all response time targets attending incidents quickly when islanders needed help.

Responding to Grade 1 Emergency 999 Calls



The average 'Grade 1' attendance in 2021 was 7.2 minutes. Our target time is 10 minutes.



Responding to Grade 2 Emergency 999 Calls



The average 'Grade 2' attendance in 2021 was 36 minutes. Our target time is 60 minutes.



We will focus on preventing crime and harm by continuing to work in partnerships

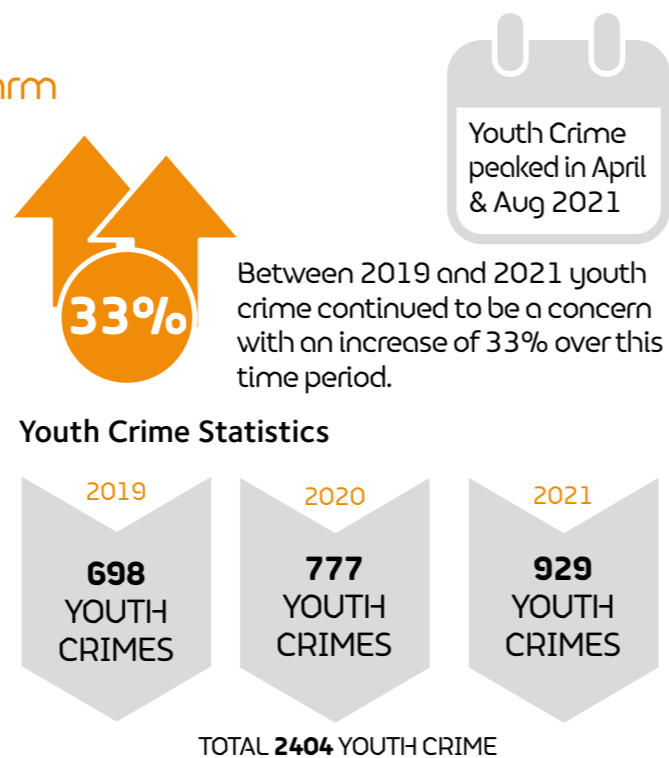
Reduce Youth Offending

Juvenile crime remains a concern with an increase of 33% in 2021. A focus on this will be part of joint multi-agency activity for 2022, seeking to divert young people from crime, alongside a focus on reducing juvenile missing person reports. Police and partners are dedicated to supporting and safeguarding these young people, particularly those being reported missing from Government care settings.

The Chief of Police, Robin Smith and the DG of CYPES (Mark Rogers, and now Rob Sainsbury) have agreed to engage deliberately and collaboratively across the teams to become more effective as a data sharing partnership.

By working together, they will be able to identify, safeguard and divert young people from crime and anti-social behaviour.

This joint commitment is to enhance the partnership and tackle the issues together by empowering the senior leadership teams of the different entities and organisations to develop renewed ways of working that align with the strategic intent and effective delivery of the IYSS Intensive Youth Support System.



8 of the 'Top 10' repeat offenders in 2021 were under 18, these 10 individuals alone accounted for just under 10% of all recorded crime in 2021.

New domestic abuse law

A new Domestic Abuse Law is due to come before the States in 2022 before the general elections.

It contains a new offence of coercive controlling behaviour and some very important powers for police in respect of managing repeat and serial offenders and protecting victims and families.

There are currently resource implication with regard to the management of an offender's register.

This has been highlighted and would require growth of 2 x Detective Constable Posts.



Jersey Domestic Abuse Support (JDAS) is an independent service developed to protect and support victims of domestic and sexual abuse. Our qualified Independent Domestic Violence Advisors (IDVA's) provide support and advice to develop long-term safety solutions for men, women and their families.



Violence Against Women and Girls (VAWG)

In 2022, A taskforce will be set up to deliver a Government of Jersey Strategy following recent consultation.

200k investment will be allocated to carrying out local research. The Strategy should be delivered by June 2022 SOJP is a key member of this taskforce working with other key stakeholders and will ensure their actions which will be derived from the national framework.

The actions under the national framework are grouped into the following:

- IMPROVING TRUST AND CONFIDENCE IN POLICING
- RELENTLESSLY PURSUING PERPETRATORS
- CREATING SAFER SPACES.

Tackle domestic abuse and sexual violence in all its forms



There was an increase in recorded sexual offences in 2021 when compared to 2020 (167 vs. 134; up 25%), but a reduction on the three-year average of 2018-20 (178; down 6%).

The main areas of increase in 2021 were indecent exposure (15 offences; increase of 10 on 2020) and rape of a female (41; increase of 10 on 2020).

The sexual offence detection rate for 2021 is 20% with 39 investigations ongoing. This is slightly lower than the 22% for 2020 but is a reduction on the three-year average of 27%.

Both 2021 and 2020 show 102 finalised, undetected sexual offences.

In 2021, 32 of these cases were finalised as 'suspect offender known', 'victim made a complaint', but law office advice was there was 'insufficient evidence to prosecute' and 43 as suspected offender known but victim records no complaint. In 2020, the figures were virtually identical at 33 and 44 respectively.

Sexual Offences Statistics



Further information regarding victims and witness care is mentioned later in this report.

Domestic Crime Statistics



59% 59% of all recorded domestic crime in 2021 was finalised as 'suspect ID, no complaint'.
(This means the police know who is alleged to have committed the offence, but the 'victim' did not want to record a complaint.)

What is Domestic Abuse?

Domestic abuse is an incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence, in the majority of cases by a partner or ex-partner, but also by a family member or carer.

This can encompass, but is not limited to, the following types of abuse:

- PSYCHOLOGICAL
- PHYSICAL
- SEXUAL
- FINANCIAL
- EMOTIONAL
- CONTROLLING BEHAVIOUR

If this sounds like you or someone you know, please contact the JDAS service on 01534 880505. *Information and definition taken from the Jersey Domestic Abuse Support agency JDAS.je*



The force recorded an increase in detections of domestic related crimes in 2021 and maintained a good level of all crime detections across the year. Reducing and detecting domestic and sexual related offences, especially those directed at women and girls, will continue to be a top priority for States of Jersey Police in 2022.

JERSEY IS SAFE AND CRIME IS LOW

Investigate and seek to prosecute offences of money laundering and terrorist financing



Jersey Financial Intelligence Unit - 2020 Statistical Report (Published locally in September 2021)

The Jersey Financial Intelligence Unit (JFIU) sits within the Financial Crime department of The States of Jersey Police, and serves as the central agency for the receipt of financial intelligence relating to Money Laundering, associated financial offences and Terrorist Financing and adheres to the strict standards set out by the Financial Action Task Force.

The JFIU have now published their Statistical Report for 2020, which will sit on the Financial Crime section of the States of Jersey Police website. A report for 2021 will be published later this year.

This latest statistical report provides a detailed analysis of not only financial intelligence received by the JFIU during 2020, but also looks at trends over the three year period from 2018-20. The analysis conducted highlights areas such as total Suspicious Activity Reports (SARs) submitted, which sectors are reporting, criminality suspected which has led to the suspicion that money laundering or terrorist financing has taken place in the Island and who the JFIU share intelligence with.

The primary functions of the JFIU are to receive, analyse, enhance and disseminate financial intelligence.

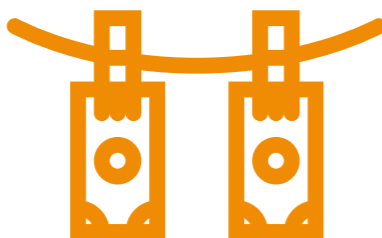
Receipt of financial intelligence can be in the form of Suspicious Activity Reports (SARs), Miscellaneous Information Reports (MIRs) and also Requests for Assistance (RFAs). The JFIU disseminates financial intelligence to fellow FIUs around the globe as part of its membership of the Egmont Group of FIUs; as well as to local (and international) Law Enforcement Agencies and Competent Authorities such as the States of Jersey Police, Law Officers' Department, the Economic Crime and Confiscation Unit, and Jersey Financial Services Commission.

OP Lion - Money Launderer sentenced

On Monday 5 July 2021, the Royal Court sentenced 49 year old Darius Pearce to seven and a half years in prison after he was found guilty in December 2020 of three counts of money laundering (Article 33 of Proceeds of Crime (Jersey) Law).

Pearce was originally arrested in 2019 for laundering the proceeds of drug trafficking for an organised crime syndicate, who were later charged and sentenced in 2020 for drug trafficking and money laundering as part of Operation Lion, a joint investigation carried out by States of Jersey Police officers and Jersey Customs officers.

He went to trial in December after initially pleading not guilty. He used his business to receive cash to purchase gold with, which was then used to fund the importation of drugs into the island.



"This was a large complex investigation which involved a number of suspects and significant analysis. Pearce changed his story several times along the way but the evidence was strong and his sentence now adds to the 74 years custody that the Royal Court sanctioned in 2020 to the other seven offenders investigated as part of Operation Lion."



Detective Chief Inspector Craig Jackson

Jersey Financial Crimes Unit Data

JFCU OPERATIONS

National Risk Assessment (NRA) involvement and release of 1st Terrorist Financing NRA

16
INTERVENTIONS ON FRAUDS WHICH HAS RECOVERED OVER £200K FOR VICTIMS

1266
JFIU NUMBER OF SUSPICIOUS ACTIVITY REPORTS

2987
NUMBER OF MISCELLANEOUS INFORMATION REPORTS

547
NUMBER OF REQUESTS FOR ASSISTANCE (DOMESTIC AND INTERNATIONAL)

In an effort to further strengthen the role of the JFIU in its position as the national centre for the receipt, analysis and dissemination of financial intelligence, the JFIU (as part of the government plan 2022-2025, adopted by the States Assembly in December 2021) has been allocated significant additional funding to support a proposed restructuring of the JFIU in terms resources allocation and functions.

Continue to deliver support to public health colleagues to implement government guidelines



Covid-19 cases continued to increase at alarmingly rates over the festive period and early into 2021, with restrictions of two metre distances and wearing of masks still being advised by government.

As an organisation, and in order to maintain an effective workforce, SOJP put strict requirements in place such as one way routes around headquarters, mandatory wearing of masks in communal spaces and especially while walking around the building. Hand sanitisers and masks were available to all members of staff and LFT testing remained a priority to ensure that all staff remained as safe as possible whilst being able to provide the same service expected to Islanders in assisting them to also stay safe. Weekly Vlogs continued from the senior leadership team, sent to all personnel advising of maintaining good levels of personal protection and mostly to thank them for their continued support and adaptability during the pandemic.



134
WOA

Words of Advice (WOA) 134

Mainly relating to individuals who were not adhering to the 2 metre distance rule when in force, or for not wearing masks while in public places, shops or business.



66
COVID SPECIFIC

iLog Covid Specific 66

Used when officers were attending situations where Coronavirus may be present and officers must adhere to the organisations Covid PPE Guidance.



244
COVID CONCERN FROM PUBLIC

iLog of Covid Concern from public 244

Used when members of the public have expressed concern about pandemic specific worries which could be Anti-Social behaviour, concern at schools or retail environments.

Operation TALLA - COVID-19

Our Policing Style

The public look to us to be calm, measured and reassuring. Therefore it is essential that we all understand our policing style.

We will:

- Engage** Be approachable and proactively engage
- Explain** The current situation and why it's important to follow Government rules / guidance to save lives
- Encourage** People to comply and follow your instructions
- Enforce** Only where absolutely necessary, using the powers available



The Four E's infographic as shown, remained the style of policing in 2021

Man who spat at police officer jailed

A man who spat in the face of a police officer while he was being arrested in February 2021, was jailed for six months.

The man was arrested at Snow Hill for being drunk and disorderly after shouting abuse at police officers in the presence of the public. He was warned about his behaviour but continued to shout and swear in public and officers were left with no option but to place him under arrest.

Whilst being transferred to a police vehicle, the man spat in the face of one of the officers.

He was then charged with assaulting a police officer and being drunk and disorderly and taken into custody. He appeared in court and was sentenced to six months in jail for the assault on the police officer and a further month for the drunk and disorderly charge to be served concurrently.

INSPECTOR OF COMMUNITY POLICING HUW WILLIAMS SAID:

"Our officers do a challenging job and in difficult circumstances. Spitting is a vile act, in particular during a pandemic with heightened health concerns. I am proud of the way our community officers dealt with this incident – professionally and robustly. I hope this sentence sends a signal to those who break the law and disrespect our officers who dedicate their professional lives to helping others."

JERSEY IS SAFE AND CRIME IS LOW

Victims of crime and vulnerable people are safeguarded and supported

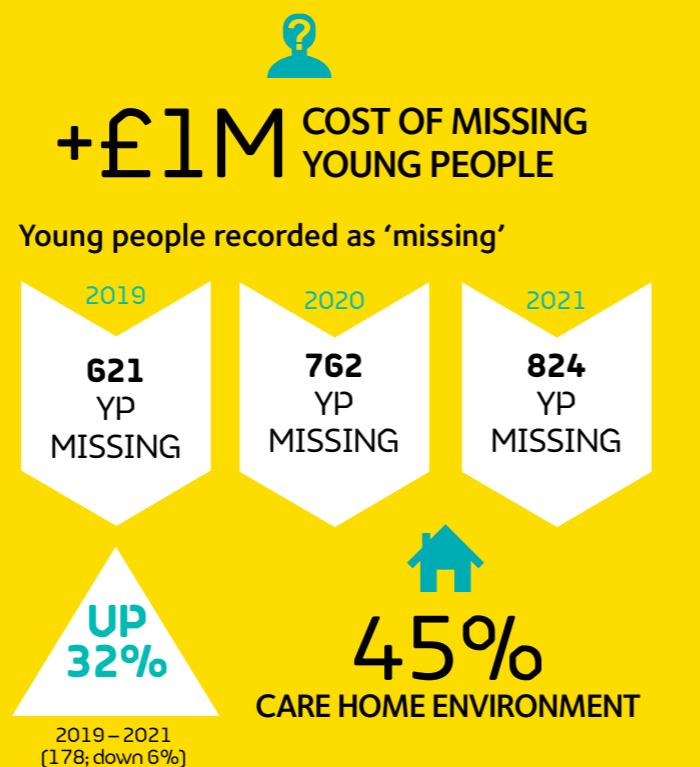


Missing Young People

The total cost of missing young people in 2021 was over £1 million. 93 individual young people were reported missing a total of 824 times. The same individuals respectively going missing again and again.

During 2019 there were 621 young people recorded as 'missing' During 2020 the figure rose to 762 and in 2021 the figure rose again to 824 This is a 32% increase 2019 – 2021.

45% of all missing young people throughout 2021 were from the Care Home environment.



There was an increase in recorded sexual offences in 2021, compared to 2020 (167 vs. 134; up 25%), but a reduction on the three-year average of 2018-20 (178; down 6%). The main areas of increase in 2021 were indecent exposure (15 offences; up 10 on 2020) and rape of a female (41; again up 10 on 2020).

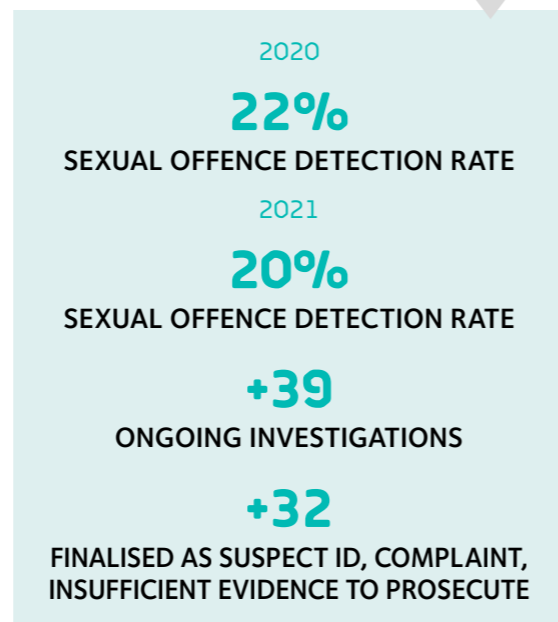
Increases in Sexual Offences



The sexual offence detection rate for 2021 currently stands at 20% with 39 ongoing investigations. This is slightly lower than the 22% shown for 2020 but is a reduction on the three-year average of 27%. In 2021, 32 of these were finalised as suspect ID, complaint, insufficient evidence to prosecute. This means, the police are aware of the alleged offender, the victim has made a complaint but there is insufficient evidence to prosecute in court.

And 43 as suspect ID, no complaint. This means the police are aware of the alleged offender but the victim has not yet proceeded to make a complaint.

In 2020, the figures were virtually identical at 33 and 44 respectively. Work continues to provide support and assistance to victims with the implementation of the Victims and Witness Charter explained later in this report.

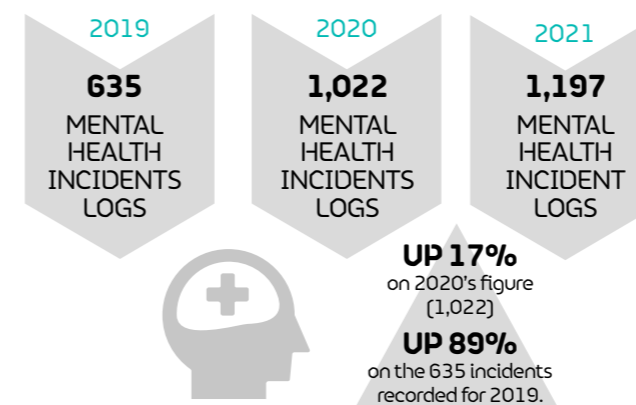


Reduce Mental Health demand on police



Like many other forces, Jersey Police are increasingly spending time dealing with mental health related incidents. Police dealt with 1197 recorded mental health incidents in 2021, an increase of 17% and an average of three incidents per day.

Mental Health Incidents



- 849** Officers have been required to attend 849 mental health Ilogs. Not all mental health Ilogs result in SOJP attendance.
- 249** 249 attended mental health Ilogs (29%) have involved four or more officers.
- 22** 22 Ilogs incurred officer costs in excess of £500 per incident
- 21%** Between Mar and Dec 2021, 21% of all mental health Ilogs were dealt with by the community triage team

Mental Health Costs



*All incidents are included – Mental health ilogs and mental health triage ilogs.

"We know a joined-up approach is key when responding to those with mental health needs and requires a range of partners to work seamlessly together to provide assessment, wrap around support and care. 2021 has seen us work even closer with colleagues in other support services and we'll build on this approach throughout 2022."

Robin Smith, Chief Officer, States of Jersey Police

A total of 1,197 mental health incident logs were recorded in 2021. This was an increase of 17% on 2020's figure (1,022) and an increase of 89% on the 635 incidents recorded for 2019.

Target incidents of repeat offenders and victims of domestic abuse



Top 10 recorded crime suspect/offenders throughout 2021. Eight of the ten are under 18 years old. And these ten individuals alone accounted for 287 crimes.

During 2021 repeat offenders accounted for 35% of all recorded crime.

During 2021 28% of offenders were repeat offenders.

This figure is currently 164 repeat offenders during 2021.

In 2021 there were 273 repeat victims of domestic crimes. This is 17% of all repeat victims of crime.

2021 Repeat Offenders



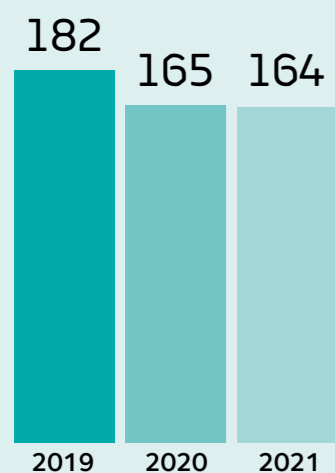
2021 Top 10 recorded crime suspect/offenders



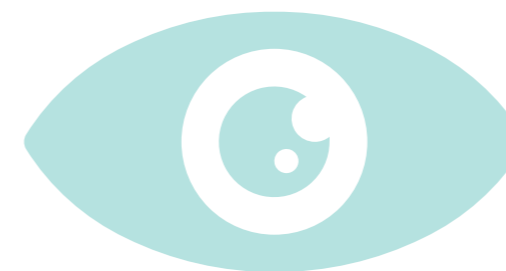
Eight of the ten suspects were under 18 years old



287 CRIMES



Year	Repeat Offenders	Repeat Victims	All Offenders	All Victims	% Repeat Offenders	% Repeat Victims
2019	182	304	654	1824	27.83	16.67
2020	165	287	546	1650	30.22	17.39
2021	164	273	578	1622	28.37	16.83



Deliver the Victims Charter for Jersey and launch Victims First Jersey

Renewed support for victims and witnesses of crime on the island was pledged on 18th January 2021 with the launch of Victims First Jersey and the Victim and Witness Charter.

The Attorney General alongside the then Home Affairs Minister, Len Norman, announced the launch of the initiatives created simply to best support those affected by crime, and set out the standards of care that can be expected by them.

The charter is a publicly available online document which will be used by support workers to explain the process ahead for those involved in crime as a victim or witness. An animated video has also been created to explain the process to younger islanders. The charter is supported by a number of agencies and organisations including: States of Jersey Police, the Law Officers' Department, the Judicial Greffe, the Viscount's Department, the States of Jersey Prison Service, the Probation and Aftercare Service, Justice and Home Affairs and the Honorary Police.

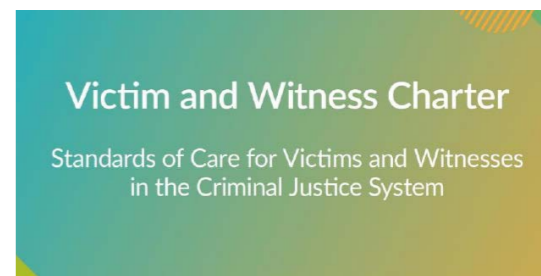
Attorney General, Mark Temple QC said: *"The Victim and Witness Charter is a hugely important tool to have in place to best support anyone who unfortunately becomes a victim or witness to crime. As well as outlining the process that islanders will be taken through, the charter also details how any complaints about this process should be dealt with, another key factor in ensuring victims and their wellbeing is prioritised."*

The same day saw the launch of Victims First Jersey, a new service to provide emotional and practical support to victims and witnesses of crime. The service is staffed by victim care co-ordinators and volunteers, and support is provided whether or not there is police involvement.

Home Affairs Minister, Len Norman said: *"Innocent victims and witnesses of crime deserve the upmost care and support through the events following the crime that has affected them. The main focus should always be to catch and bring perpetrators to justice, but we must not forget about those who are affected by these crimes, sometimes catastrophically."*

"The Victim and Witness Charter is a hugely important tool to have in place to best support anyone who unfortunately becomes a victim or witness to crime."

ATTORNEY GENERAL, MARK TEMPLE QC



"Innocent victims and witnesses of crime deserve the upmost care and support through the events following the crime that has affected them. The main focus should always be to catch and bring perpetrators to justice, but we must not forget about those who are affected by these crimes, sometimes catastrophically."

HOME AFFAIRS MINISTER, LEN NORMAN

VICTIMS AND VULNERABLE

People have trust and confidence in our Police



Further develop our community policing capability focusing on crime prevention and public engagement.

Expansion of Island's Community Policing Team

The States of Jersey Police announced the expansion of its Community Policing Team during January 2021. By strengthening the existing team, now each of the Island's twelve parishes will have its own dedicated officers to:

- Engage and build relationships with their community
- Find out what is happening in their parish and pro-actively descend on any problems
- Prevent crime
- Target repeat offenders
- Be visible, accessible and well known in their parish

Following a Government grant approved in 2019, with support from the then Home Affairs Minister and the Jersey Police Authority, SOJP has been able to afford the recruitment of 30 new police officers, 16 of which have been allocated to the Community Policing Teams.

The officers will have time dedicated to spend specifically within their parishes to focus on building relationships with its residents, while working alongside key partners to address issues that matter most to those residents. As well as regular opportunities to speak to their dedicated officer while on duty, parishioners will also be able to contact them by email, telephone or face-to-face during regular police surgeries.

The team will consist of 16 officers, four assigned to work with the Island's schools and young people, and twelve to work within the parishes. A 'buddy' system has already been established so that a pool of select community officers can provide cover in other parishes, should the need arise.

ROBIN SMITH, CHIEF OF POLICE SAID AT THE TIME:

"Delivering this initiative has been a top priority for the States of Jersey Police and I'm enormously grateful for the support we've received from our Minister and the Jersey Police Authority.

Our recent recruitment drive has enabled us to reinvigorate our Community Team and despite the challenges of COVID-19, which made us even more determined to introduce this for Islanders when it is needed the most, we have delivered.

Providing each Parish with a dedicated officer will ensure we stay connected with our communities and deal with the issues that matter the most to them."



Constable Len Norman, Home Affairs Minister at the time said:

"Community policing remains at the heart of what States of Jersey Police excel in doing; engaging with Islanders to prevent crimes and problem solve.

"I'm very pleased that the additional Government funding has enabled the force to strengthen in numbers, and allow for a dedicated officer for each parish to serve our Islanders."

Jason Lane, Chair of the Jersey Police Authority added:

"There is no doubt that the return of a dedicated community policing team is something that the public wanted and I'm delighted to see its reintroduction at a time when support for those most vulnerable in our community should be at the forefront of all our efforts"

The Community Policing Team have seen success in 2021, fulfilling their first year of policing under their new structure.

They have worked in partnership with other agencies to improve the lives of islanders and have become known, visible and accessible in their allocated school and parish communities.

Incidents of antisocial behaviour were also down from 3,323 in 2020 to 2,497 in 2021

A 'get to know' your community police officer campaign led to a series of interviews with each of the officers in editions of the Jersey Evening Post. Here are four of the officers featured in the 12 articles published.

Incidents of antisocial behaviour



Courtesy of the Jersey Evening Post

"Community policing remains at the heart of what States of Jersey Police excel in doing; engaging with Islanders to prevent crimes and problem solve"

CONSTABLE LEN NORMAN, HOME AFFAIRS MINISTER AT THE TIME

COMMUNITY TEAM

HUW WILLIAMS INSPECTOR COMMUNITY POLICING			
KATE YOUNG SERGEANT COMMUNITY POLICING		SIMON LEFEVRE SERGEANT COMMUNITY POLICING	
AIDAN WHARTON ST HELIER 612857	PHIL DOWNES ST HELIER 612142	JOHN SHATFORD ST BRELADE 612434	DUNCAN GRAY ST OJEN / ST MARY / ST PETER 612082
ANDY BUXTON ST HELIER 612098	STEVE YOUNG ST HELIER 612422	ADAM SCOTT ST CLEMENT 612075	HENRY WOOLLEY ST SAVIOUR 612209
JOE RICHARDSON ST HELIER 612845	KARTEN SHATFORD ST HELIER 612477	ALEYA GALVIN ST JOHN / ST LAWRENCE / TRINITY 612737	TAMARA DE CARTERET ST MARTIN / GROUVILLE 612141
JO CARTER SCHOOL & YOUTH FOCUS OFFICER 612754	JOEL BASTABLE SCHOOL & YOUTH FOCUS OFFICER 612020	AMANDA INGRAM SCHOOL & YOUTH FOCUS OFFICER 612051	TRYSTAN COLLEY SCHOOL & YOUTH FOCUS OFFICER 612421

PARISH BUDDY

Feeling safe in public spaces – March 2021

In March 2021, it was announced in the news that a woman was brutally murdered at the hands of a (at the time) serving metropolitan police officer.

Nationwide, women began sharing their experiences online of feeling unsafe at one time or another and the mood of the nation was demanding that this serious issue be addressed. Islanders should feel safe to walk in Jersey if they chose to go out alone. No one should feel scared or intimidated, harassed or objectified at any time. States of Jersey Police wanted to address the issue so that Islanders remained reassured of their safety here in Jersey.

Superintendent Alison Fossey said: "We are aware that these types of incidents still remain hugely under-reported, no one should have to deal with this type of behaviour from others. It's important to not accept unacceptable behaviour, don't let it hide in our community. Report it. By reporting it, we can help to stop it."

Chief of Police, Robin Smith said at the time: "The tragic events in England over the last week or so have understandably heightened anxiety. SOJP will do all in their power to reassure islanders and sign-post victims to the support agencies that are here to help. Please do not hesitate to contact SOJP if you fear for your safety, or need some help and advice."

Keeping our community safe is a priority for the States of Jersey Police and there are services available to give advice and support for anyone who experiences sexual assault or harassment.

Dewberry House is a free 24 hour service offering a variety of support for people who have been victims of sexual assault – 01534 888222 www.dewberryhouse.je

Independent Sexual Violence Advisors (ISVAs) are specialist advisors providing tailored support to victims and survivors of sexual violence – 01534 880505 www.jads.je

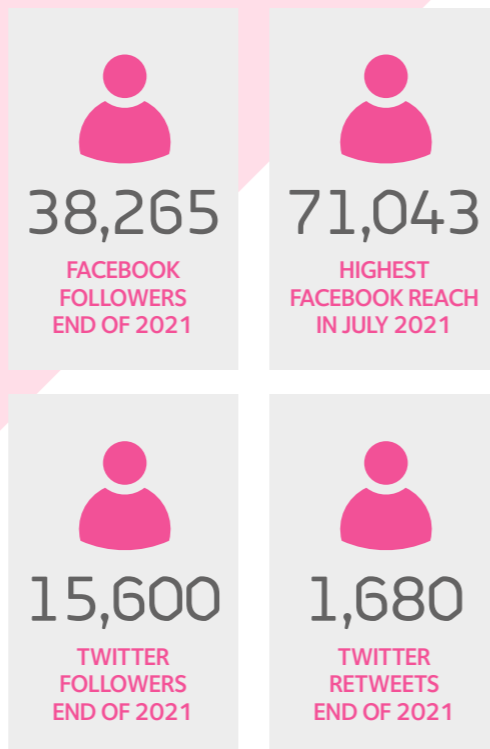
Jersey Action Against Rape (JAAR) have a dedicated helpline and specially trained counsellors and psychotherapists providing an independent and confidential service – 01534 482800 www.jaar.je

PEOPLE HAVE TRUST AND CONFIDENCE

Community Engagement and Media interactions

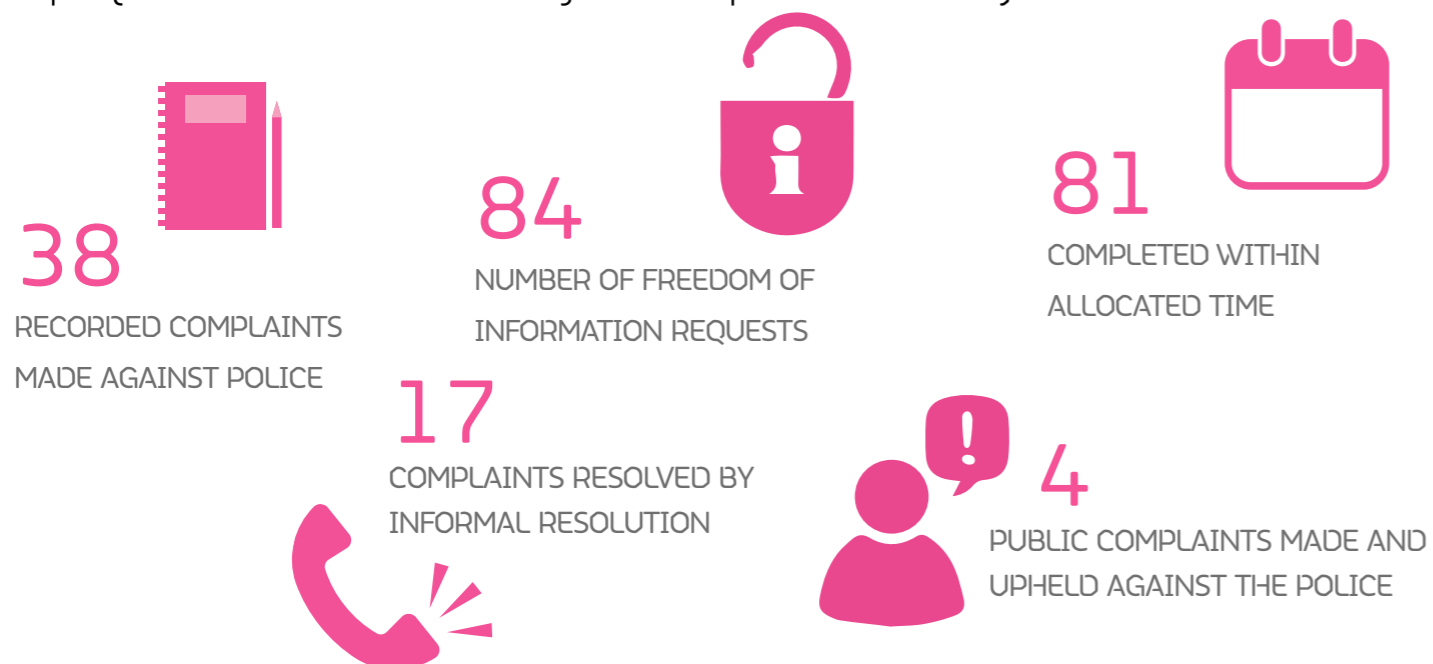
Highest single Facebook reach by month was 71,043 in July regarding a lost puppy dog.

By the power of Social media and thousands of shares, the 'little teddy bear with a heartbeat' was found safe and well and reunited with their owner within 24hrs! What a dog loving community we are!! Here she is having recovery cuddles with PC Farrington before being returned to her owner.



Transparency, Ethics and Integrity

More detailed information will be available in the Jersey Police complaints Authority Annual Report (soon to be renamed as the Jersey Police Complaints Commission).



Integrity and Ethics

The States of Jersey Police are committed to ensuring that integrity and ethics are given the highest priority. To make sure this is achieved it is essential that complaints about the force and all staff conduct are investigated thoroughly, fairly, impartially and objectively.

In 2020, Chief Officer Robin Smith made arrangements for an independent specialist consultancy to visit the Island to conduct a review of the force's professional standards and counter corruption policies to take place. Due to the lockdown for the pandemic, this review was postponed but was conducted in August 2021.

While larger forces have dedicated Counter Corruption Units, Jersey manages its risk via its Force Vetting Unit and Professional Standards Department.

Professional Standards

The Professional Standards Unit is directly responsible to the Acting Deputy Chief Officer for the administration and investigation of reports, allegations or complaints made about police officers. Their work is overseen by the Jersey Police Complaints Authority.

Information Compliance and Security

The main functions of this area are:

- provide a range of employment and regulatory vetting functions to enable disclosure of criminal conviction and other relevant information within local procedures
- to manage the statutory functions of the Jersey Vetting Bureau and Criminal Records Bureau (CRB) Disclosure Unit, enabling local employers and regulators access into national CRB vetting procedures
- to ensure compliance with legislation, national policy and procedure applicable to data protection, freedom of information and information security.
- States of Jersey Police must meet HM Government standards and procedures for continuing access to national police information systems.

Tackle areas that cause the most harm and adverse impact in our community

Global Road Safety Week

During May, SOJP took part in Global Road Safety Week an initiative focusing on neighbourhood speeding and keeping our community safe.

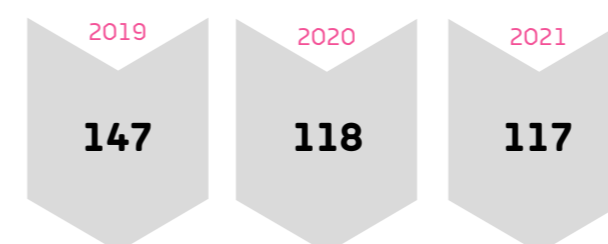
Throughout the campaign States and Honorary Police were out and about conducting speed checks with the focus on some of the 20mph Parish roads. This campaign forms part of the enforcement activities conducted throughout the year by police and aims to reduce the volume of anti-social driving that we see on our roads.

Officers target areas based on intelligence received by the public reporting anti-social driving and speeding within their Parishes with the aim of disrupting this behaviour. Those caught driving in excess of the speed limits can expect to be prosecuted.

Inspector Callum O'Connor, the lead for Roads Policing said at the time: "Our message is clear, slow down. These small roads are at the heart of community, we all use them and we all deserve to be safe whilst doing so. Driving faster makes stopping quickly less likely and the greater the impact speed the great chance of causing serious injury or death to those involved in a collision. Some of the speeds we see are just not acceptable for an island of this size."

Anti-social and bad driving can be reported online on our website www.jersey.police.uk or by calling 612612.

Drunk In Charge of a Vehicle figures:



These figures are very high for an Island so small and we fully support SOJP working alongside the Department of Infrastructure, Housing and Environment's Transport section on road safety matters, as a result of the proposition passed by the States Assembly on March 2021 requesting a structural review of road safety in Jersey.



RTC's injury statistics



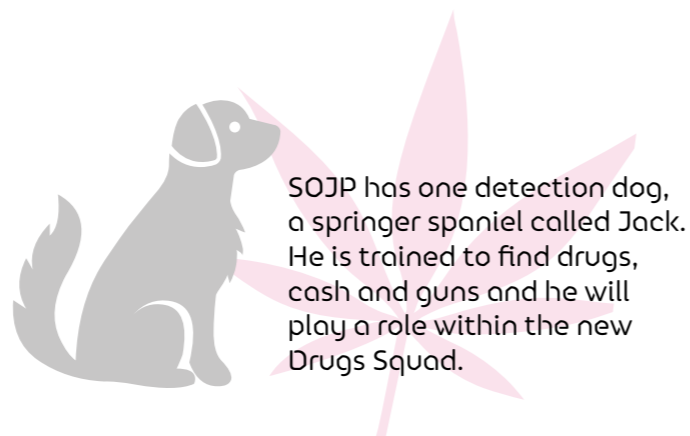
PEOPLE HAVE TRUST AND CONFIDENCE

Police Re-introduce a Drug Squad

2021 welcomes some new departmental changes and as well as a reinforced Community Policing Team, they have reintroduced its Drug Squad.

This is particularly welcome news as the force hits the one-year anniversary of the re-introduction of its Drugs Squad back in January. This dedicated team of eight officers have been focussing on those drug related investigations that have a serious impact on our community.

They've also been working closely with Jersey Customs and Immigration Service (JCIS) and the Community Policing Team to disrupt organised crime groups targeting the island. 2021 saw them execute:



SOJP has one detection dog, a springer spaniel called Jack. He is trained to find drugs, cash and guns and he will play a role within the new Drugs Squad.

Although the team won't always exclusively deal with drug offences, and will also work on other tasking and deployment, should it be required.

Operation Shark launched in February 2020, focussing on illegal drugs and has so far resulted in excess of £50,000 of seizures. As well as continuing to focus on operations like this, the newly formed Drug Squad will also focus on other activities linked to organised crime; modern day slavery; criminal and sexual exploitation; money laundering and serious acquisitive crime.

Illegal drugs can often be linked to organised crime within our community. They are known to put a strain on our health services, our economy and can tear apart families. It is our job to protect Jersey from these threats and continue to target those involved in drug related crime in order to reduce the risks that illegal drugs pose to our community.

Another change this year has seen the Serious Crime Unit (SCU) revert back to its more familiar title - the Criminal Investigation Department (CID). This team's work focuses around crimes such as serious assaults of a violent or sexual nature and major thefts, amongst others. The name change, whilst symbolic, reflects our shared determination to getting 'back to basics' and delivering the very best policing service to island.

There are four main objectives:

- › **PURSUE** Prosecuting and disrupting people engaged in serious and organised criminality
- › **PREVENT** Preventing people from engaging in serious and organised crime
- › **PROTECT** Increasing protection against serious and organised crime
- › **PREPARE** Reducing the impact of this criminality where it takes place

"One of our key roles is to catch criminals and in doing so protect islanders. We aim to achieve better knowledge sharing and suitable resourcing to disrupt and prevent the work of those responsible for drug crime within our community. By increasing our team to work with law enforcement partners and prosecutors we can ensure we use the most effective means to disrupt criminal groups. My warning to those considering importing or dealing drugs we will find you and arrest you."

ROBIN SMITH, CHIEF OF POLICE

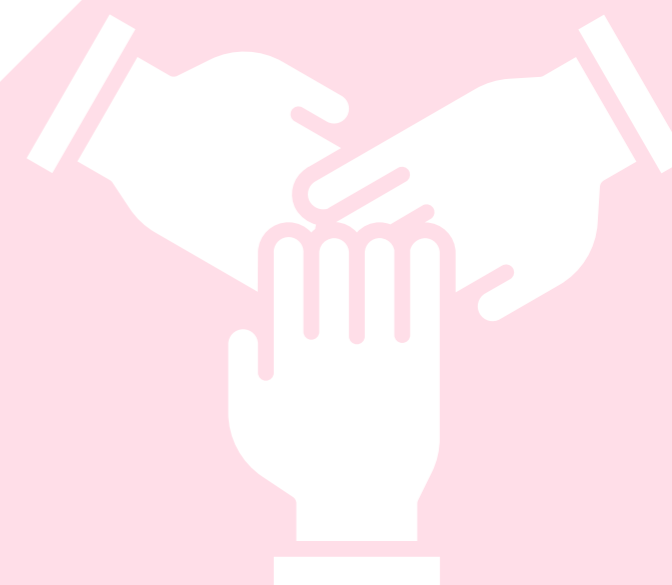
How YOU can help

Police cannot be everywhere; they need your support. Nobody knows their streets or towns better than the people who live and work there. If you see something happening that is out of place or suspicious, contact us and let us know about it. You can help us by reporting crimes, providing intelligence to assist us in bringing offenders to justice or giving information to help safeguard the vulnerable, no matter how small or irrelevant you think your contribution may be, it could be the final piece of a much bigger puzzle.

Things to look out for in your neighbourhood

- › Lots of different people coming and going from an address.
- › People coming and going at odd times of the day and night Strange smells coming from the property.
- › Windows covered or curtains closed all the time.
- › Cars pulling up to or near the house for a short period of time.
- › Report your concerns to police on 01534 612612 or Crimestoppers on 0800 555 111

You can also report most issues online on our website: <https://report.jersey.police.uk/>



PEOPLE HAVE TRUST AND CONFIDENCE

Continue to increase the diversity of the States of Jersey Police to better represent the community it serves.



Passing-Out Parade for new officers

Jersey's newest police recruits are preparing to return to Jersey as fully fledged officers after completing their ten weeks of training at the Norfolk Constabulary training site in Hethersett.

All ten officers were sworn in at the Royal Court in October before they headed off to complete their training off-island alongside officers from both Norfolk and Suffolk.

On Tuesday 21 December they took part in their official passing-out parade in Norfolk, with several members of the States of Jersey Police present, including Chief Officer Robin Smith.

The Pass Out this year is a more scaled down, socially distanced one due to the situation in the UK, but is an important part of the role and recognises the challenging training that all the officers have undertaken. It is also a proud moment for the officers and their families and friends to share.

The ten week programme includes a range of classroom based work, in addition to First Aid and Officer Safety Training. Their training also includes many role play scenarios in a purpose built skills house and the many other aspects which make up the role of a police constable.



Whilst limited human resource data is available from the Government HR department, SOJP maintains its commitment to target all minority groups represented in Jersey as part of all recruitment campaigns.

Uniform & Community Policing

- › On-boarding of so many new officers (Student Officers) who have performed well.
- › 9 Officers trained in Grade 1 response driving
- › ASB has seen a 23% reduction in 2021, compared to 2020

Criminal Investigations Dept

- › Over 30 Royal Court cases
- › 21 sentences
- › 31 x Larceny from an un-manned motor vehicle convictions.

"It's always a proud moment when we bring new officers into the force. They have undertaken some world-class training with Norfolk Constabulary and we look forward to welcoming them back in January to commence supervised frontline duties."

MARK HAFEY, ACTING CHIEF INSPECTOR

The States of Jersey Police and staff are well led and constantly improving



Senior Appointments

Following alterations to the Force's command structure, Alison Fossey previously Superintendent, Head of Uniformed Services, has been appointed to Detective Superintendent, Head of Crime and CID and Detective Superintendent Stewart Gull QPM has been appointed as the Acting Deputy Chief Officer. These appointments commenced on Friday 1 October 2021, along with some other changes to internal departments.

Having joined SOJP in 2002, Alison has definitely earned her place on the senior leadership team and was the first female officer in Jersey to attain the rank of Superintendent in January 2019. Alison's Portfolio now includes the Criminal Investigation Department (CID), the Drug Squad, the Public Protection Unit (PPU), the Offender Management Unit (OMU), Crime Scene Investigation (CSI) Digital Forensic Unit (DFU) and the JMAPP coordination.

Stewart has been Detective Superintendent with the Force since he joined in 2011, heading up Crime Services. With over 40 years policing experience and overseeing some significant investigations in both the UK and Jersey, Stewart now holds the rank of Acting Deputy Chief Officer.

Chief Officer Robin Smith said:

"Both Alison and Stewart are very experienced and highly skilled police officers and I'm both delighted and honoured to have them on my Senior Management Team. They bring a lot to the table and are very knowledgeable in their fields. I'm very confident that they can deliver the strategic policies needed to deliver the standard of policing that islanders expect."



WELL LED AND CONSTANTLY IMPROVING

Restructured Civilian Staff Review

New department structures were put into place on 1st August 2021 following an extensive review of the civilian roles within the organisation.

Amongst this, came a newly developed Analyst team who were brought together from their individual roles to support each other and work more effectively together to assist the organisation with their specialisms. A new Team Leader post was created who now has oversight of the analytical functions representing finance, intelligence and overall organisation performance. This new role also assists the Authority with its requests for performance data and provides accurate and crucial information relating to the organisations performance framework against the annual policing plans.

The analyst team were also short listed in Internal Awards, Congratulations to Rory, Greg, Paul, Katie, Chantelle and Becky!



Our Stars Finalists

Congratulations to the One Voice Group and Carla Nunes who are finalists in this year's Government Our Star Awards.

The organisers had more nominations than ever before and it's a fantastic achievement for those making it to the finals.

Also nominated from SOJP were:

- ▶ Team of the Year – Force Intelligence Bureau Team
- ▶ Team of the Year – IT Team
- ▶ Team of the Year – Emergency Combined Control Room
- ▶ Employee of the Year – Tony Millington Facilities Manager
- ▶ Customer Service Award – Chris Agnew

The One Voice Group were nominated in the Diversion and Inclusion category and Carla was nominated in the Rising Star category. Well done to everyone.

Tony received the JPA award for outstanding contribution to Efficiency and Effectiveness for his continued 'above and beyond' approach to work and ensuring the organisation and building remained fully functional during the Pandemic.

Thank you Tony, your efforts are very much appreciated.



Pictured here is Tony Millington receiving the Chiefs Commendation award.

Business Support & Shared Services

As part of the new structure, a Head of Business Support role was created, We welcome Hayley Dicker to the organisation

Facilities Department – Led by Tony Millington, the facilities department continued to provide outstanding service to the organisation, ensuring once again that the building remained open and fully functional throughout the pandemic.

Op Talla – Response to the Pandemic and Equipment management, 60% of SOJP Vehicle Fleet is now electric resulting in fuel and maintenance savings, Asset Register developed and maintained.



60% OF SOJP VEHICLE FLEET IS NOW ELECTRIC

- ▶ Training conducted in partnership with MIND, Ethical Dilemma training, Driver training, Officer Safety, Custody training etc.
- ▶ Procurement of 200 SMART Devices. Improved security and functionality to deliver Digital Strategy

Support the rebalancing of government finances by continuing to maximise efficiencies.



As part of the rebalancing of government finances, all departments were given notice of the need to identify savings during 2021.

SOJP were advised that their share of the budget reduction was approx. £800k.

	Cumulative Period 12 2021 Budget	Cumulative Period 12 2021 Actual
Direct Staff Costs	21,334,317	21,365,959
OT and Allowances	968,115	945,192
Admin Agency Costs	119,998	183,739
Total Staff Costs	22,422,431	22,494,891
Operating Costs	3,165,200	2,948,877
Training Costs	641,002	552,588
Total Non-Pay Costs	3,806,202	3,501,465
Total Costs	26,228,633	25,996,356

In addition to meeting staff and operating cost needs, 2021 saw significant investment in both equipment replacement and staff training to maintain a resourced and skilled workforce, ensuring that mandatory, statutory and CPD training requirements were met.

Financial challenges will continue into 2022 as early indication shows that the organisation will be asked to make further predicted savings in 2023 which may amount to another 3% or £750k+. This would entail changing the workforce profile and the Police Authority will be monitoring this very closely.



Long Service Awards Nov 2021

Eight officers were presented with their Police Long Service medals for 20 year's service by the Lieutenant Governor Sir Stephen Dalton at Government House in the presence of senior officials and their families on Friday 19th Nov. • Congratulations to: • Dominic Clayson, Louise Clayson, Mark Fitzgerald, Lawrence Courtness, Mark O'Neill, John Shatford, Rachel Peddlebanks and Tristan le Marquand.



£1M

£1M WAS INVESTED IN EQUIPMENT DURING THE COURSE OF THE YEAR



£0.5M

£0.5M WAS INVESTED IN TRAINING FOR BOTH OFFICERS AND CIVILIAN POLICE STAFF

SOJP 2021 financial outturn was an underspend of £0.1m on a budget of £25.8 million.

Continue to drive efficiencies, in particular through digital transformation opportunities

- ▶ Procurement of 200 SMART Devices Improved security and functionality to deliver Digital Strategy
- ▶ Get Digital strategy quotes
- ▶ Achieve the SMART Link to work with scanning, Centenier pre-charge, and platforms such as Crime Reporting, Custody and Bail.

WELL LED AND CONSTANTLY IMPROVING

Research, monitor and prepare for emerging crimes and trends



In this section, lets get to know the key departments within the organisation and learn about what goes on at SOJP

Crime Services take on the more serious of investigations within the Force. It is made up of a number of departments including the Criminal Investigation Department (CID), the Drug Squad and the Public Protection Unit (PPU).

The work of these departments tends to remain behind the scenes but are incredibly important to keep Jersey a safe place.

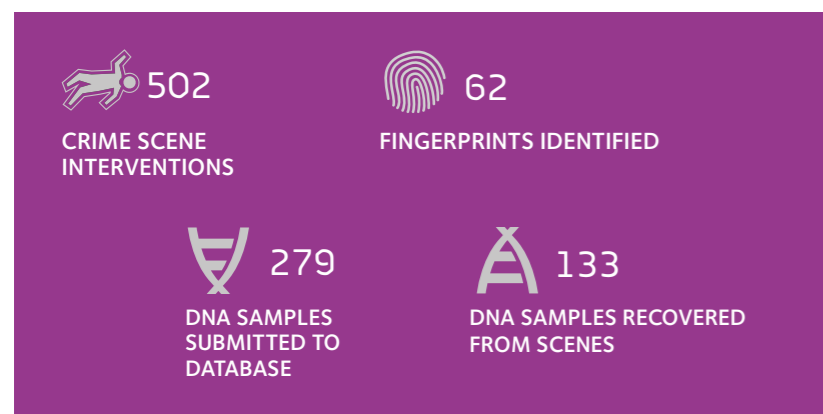
The Criminal Investigation Department is involved in the investigation and detection of serious crimes and offences such as rape, murder, robbery, serious assault and other crimes that require complex investigations. They also take responsibility for cases of high risk missing persons.

The States of Jersey Police's Scientific Services is made up of our Crime Scene Investigation Department and our Digital Forensic Unit. The department is equipped to use all the available scientific techniques in the fight against crime from forensic examination to the recovery of digital imagery.

Scientific investigation begins when a crime scene investigation is carried out by Crime Scene Investigators. The CSIs visit a location where a crime has taken place and examine the crime scene.

Looking for forensic evidence that could identify the offender or prove a particular suspect's involvement in the crime.

This forensic material then has to be examined, catalogued and analysed. The Digital Forensic Unit undertakes the forensic examination and retrieval of evidence or intelligence from computers, computer-related media and other digital devices.



Force Intelligence Bureau The main job of the Joint Intelligence Bureau is to collate intelligence and use it in the most productive way to reduce crime and disorder. Intelligence can come from many sources, including police officers, members of the public and Crimestoppers. It can also come from other police forces and partner agencies. Intelligence is checked, graded and then disseminated to operational policing units so that they can take effective action. This can be through surveillance, targeted patrols or obtaining search warrants against offenders and their premises.



Special Branch plays a key role in protecting the public from national security threats, especially terrorism and other extremist activity.

Special Branch officers provide a presence at Jersey's air and sea ports in keeping with their national security counter-terrorist role. Their border security work, alongside Customs and Immigration, also contributes to the fight against serious crime and travelling criminals.

Our Counter Terrorism Security Adviser also provides protective and counter-terrorism security advice to support industry and other businesses in the Island.

The States of Jersey Police's Public Protection Department (PPU) is responsible for investigating incidents of child abuse, vulnerable adult abuse, including domestic violence, safeguarding vulnerable people in Jersey and working with other agencies to manage the supervision of offenders in our community using Jersey Multi Agency Public Protection Arrangements (JMAPP). The team works to ensure the safety and protection of the most vulnerable people in our communities, working with partner agencies to target offenders and support victims.

The Criminal Justice Department (CJD) provides a range of diverse functions in support of operational policing and the criminal justice system. Wherever possible, CJD staff are trained to work across these different roles in order to reduce resource requirements and increase efficiency. CJD takes responsibility for key areas such as the Witness Care Unit and the Response Investigation Unit as well as a number of other teams listed below.

Case Direction and Charge File Review

Provides a case direction service primarily to the Reactive Investigation Unit, but can offer case direction to any internal department, ensuring that investigations reach the required standard to support any appropriate charges being considered. Post charge tracking of cases through the early stages of the Criminal Justice System to ensure the appropriate level of investigation is applied considering the finite resources available.

Provides advice to the Islands Honorary Police as required. Liaises with outside agencies including DVSD, States Analyst, Other enforcement agencies and the Force Medical Examiners.

The File Preparation Team builds case files for prosecution at the Royal Court and works closely with Crown Advocates to ensure successful outcomes.

The Police National Computer Bureau supports the parishes and courts with the provision of essential information for the sentencing / sanctioning of accused people.

Crime Management records and classifies crime information in accordance with the Home Office Counting Rules and national crime recording standards. Staff are responsible for recording data which assists in identifying crime trends and allows for effective use of operational resources.

The Central Firearms Index provides the parishes with information on all firearms applications to comply with the terms of the Firearms (Jersey) 2000 Law and is responsible for issuing all temporary firearms visitor permits for people visiting the Island. Staff undertake background research to ascertain whether the applications and applicants comply with legal requirements in terms of age, previous convictions, ill health or intemperate habits.

The Property Office provides the public with a lost and found property service and are responsible for managing evidence seized from the commission of a crime.

The Language Support Service provides detained people, witnesses and victims with an interpretation and translation service.

The Administrative Support Team provides interview tape transcription and transcribes hand-written documents for inclusion in prosecution files.

The Courts Unit provide court security and prisoner transport services.

CICB Claims

Officers from the department provide disclosure to the Criminal Injuries Compensation Board for individuals who are seeking to claim compensation if they have sustained a personal injury as a result of a violent crime.

2021 Achievements

Successful delivery of criminal justice department probationer attachments.

Management of recovery of Parish Hall Enquiries, Court Cases and Inquests after Court and PHE closures due to the Pandemic.

Over 1800 disclosures performed, increasing year on year.

Continue to deliver good quality files for pre-trial reviews and trials by caseworkers.



WELL LED AND CONSTANTLY IMPROVING

The States of Jersey Police is appropriately resourced to ensure it has a resilient workforce



Organisational awareness of wellbeing and welfare remained a key focus during 2021.

A 'People Forum' was established to identify, develop, coordinate and manage human resources and personnel activity across the States of Jersey Police to ensure that key issues such as development, sickness, welfare and recruitment are identified and addressed in line with the Policing Plan and developing Workforce Plan.

A 'one-stop' for multi-committee feedback and decision making, including One Voice, Wellbeing, Welfare, Equality, Diversity and Inclusion and RDR. The People forum will also own and ensure delivery the 2021/23 Workforce Plan.

Overarching Objectives

- ▶ To provide the governance and decision making framework for human resources and personnel issues across the Force and to agree the overall forum's goals, objectives and priorities.
- ▶ To monitor and manage performance, progress, savings and impact and to provide a robust challenge and scrutiny function.

The forum meet monthly and the JPA is a strategic member of this new board in order to monitor wellbeing and effectiveness of the organisation. The forum operates with an open and closed session in order to afford for openness & transparency.



Continue to invest in the skills and capabilities of everyone in our organisation

- ▶ Deliver the Learning and Development programme Learning & Development stats
- ▶ 218 Courses
- ▶ 5% ongoing
- ▶ 43% completed
- ▶ 8% cancelled
- ▶ 12% rescheduled
- ▶ 32% Rebooked

SOJP 2021 financial outturn was an underspend of £0.1m on a budget of £25.8 million.

In addition to meeting staff and operating cost needs, 2021 saw significant investment in both equipment replacement and staff training to maintain a resourced and skilled workforce, ensuring that mandatory, statutory and CPD training requirements were met £1m was invested in equipment during the course of the year £0.5m was invested in training for both officers and civilian police staff Workforce strategy HR Forum meetings.

Well-being strategy

Continue to prioritise our organisation's health and well-being by delivering our well-being strategy 2022-2025 (Written in 2021)

The main aims of delivering the Well-being strategy will be to address wellbeing issues highlighted by HMICFRS and previous internal methods of self-assessment.

By developing a strategy that aligns States of Jersey Police (SOJP) with UK policing standards, this will improve employee workplace health and wellbeing and also help to motivate and employees with their added engagement.

SOJP intends to build its reputation as an employer that champions the wellbeing of its employees and attracts and retains staff.

The main objective of the strategy is to provide a framework to create a positive working environment and demonstrates the SOJP's commitment and determination to understand and address the issues affecting its people, so that it can further invest in prevention, early detection of illness and early intervention.

"Throughout my time in policing I have come to understand the importance of wellbeing in what has been both a challenging and hugely rewarding profession. Traditionally police staff are expected to be hardy and resilient, and so able to cope with the demands of their work. Over recent years attitudes have shifted as we have come to understand the links of stress to illness and absenteeism. Wellbeing has thus come to the forefront of policing. This positive movement is something we aim to mirror here at the States of Jersey Police starting with the creation of the Health and Wellbeing Strategy. This lays out our intentions for the next few years paving the way to create a positive working environment where our teams feel supported and can develop both meaning and purpose."

CHIEF OFFICER ROBIN SMITH



Develop and implement career and succession paths and talent development plans

MIND Training, Ethical Dilemma training, Driver Training, Officer Safety Training, Custody Training and other mandatory training courses.

Focus on completion of annual appraisals and the government *My Conversation My Goals* monthly meetings with line managers to blend in with the priorities within the annual policing plan to ensure the organisation and its workforce meet the objectives intended.

	Officers	Staff
Female	67	74
Male	147	47
Total	214	121

Commendation

Chief Officer Robin Smith recognises the commitment and dedication of States of Jersey Police during the Covid pandemic by awarding them a Force Commendation.

For the first time in States of Jersey Police's history the Chief Officer has awarded all staff a Force Commendation in recognition for their commitment and dedication during the global pandemic.

Chief of Police, Robin Smith was joined by Minister for Home Affairs Deputy Gregory Guida, Assistant Minister Deputy Lindsay Ash, Dr Jason Lane Chairman of Jersey Police Authority, and senior colleagues from the Honorary Police.

In acknowledging their efforts, all members of staff are being given certificates and a 'challenge coin' during what has been nationally named, Operation Talla.

The Chief Officer was also joined by author and local resident Peter James who generously sponsored the commemorative coins for SOJP staff and Honorary officers.



Robin Smith said: *"It's been an extraordinary two years. I'm so proud of how my team have responded to the threat of the pandemic. These really were unprecedented times but typically they just got on with the important job of keeping the islander's safe by adapting to new ways of working with the minimum of fuss for which they have earned my deep appreciation. Operational Talla also highlighted the strength of our close partnership with the Honorary Police who did an equally remarkable job. I am delighted to also recognise their efforts by giving them commemorative coins."*

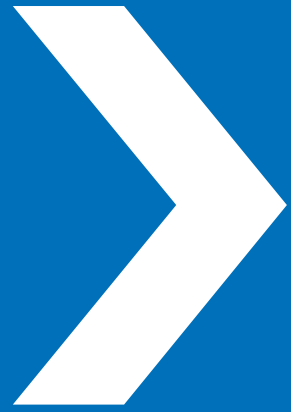
In years to come officers and staff will no doubt reflect on the impact of the global pandemic in Jersey and say, 'we were there.' I'm extremely grateful to Peter James for his generosity in sponsoring the coins and enabling us to demonstrate our appreciation to colleagues in this way."



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