



States of Jersey Police

ANNUAL REPORT 2023



R.109/2024

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PREPARED BY



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FOREWORD

BY THE CHAIR OF THE JERSEY POLICE AUTHORITY



Throughout this reporting period, SOJP has demonstrated a steadfast commitment to upholding the highest standards of professionalism, integrity, and service.

**SIMON HARMAN, CHAIR,
JERSEY POLICE AUTHORITY**

As Chair of the Jersey Police Authority (“JPA”), it is a privilege to present my first annual report, providing a comprehensive overview of the performance of the States of Jersey Police (“SOJP”) during 2023.

Throughout this reporting period, SOJP has demonstrated a steadfast commitment to upholding the highest standards of professionalism, integrity, and service. SOJP has made significant progress in accomplishing the goals set out in the JPA annual policing plan which is presented to the JPA quarterly as a performance framework. Despite facing an unprecedented demand for its resources due to the major incidents that occurred in December 2022, this progress was possible thanks to the dedicated leadership, unwavering commitment, and hard work of our officers and staff.

This report serves as a testament to these tireless efforts and achievements of our police service in fulfilling its mission to protect and serve the Island. From crime prevention initiatives to responding to emergencies, and championing the rights of victim services, SOJP has worked diligently to ensure the safety and well-being of all residents and visitors.

In recent years, it has been observed that there has been an increase in demand for police attending to assist with mental health-related incidents.

However, with continuous collaboration with colleagues from the mental health services, the overall incidents of mental health-related events requiring police attendance have reduced from 1331 for the same period last year to 883 in 2023. This reduction amounts to almost 34% in demand for police time.

In 2023, SOJP's revenue was underspent by £200,000, with £140,000 of the underspend being attributed to significant delays in the recruitment process. Throughout the year, there were several vacancies and resignations, which resulted in the underspend on staff costs. This underspend was then used to cover non-staff-related expenses such as firearms travel, training, one-off purchases, equipment maintenance, inflationary pressures on software, fleet leasing, and fuel costs.

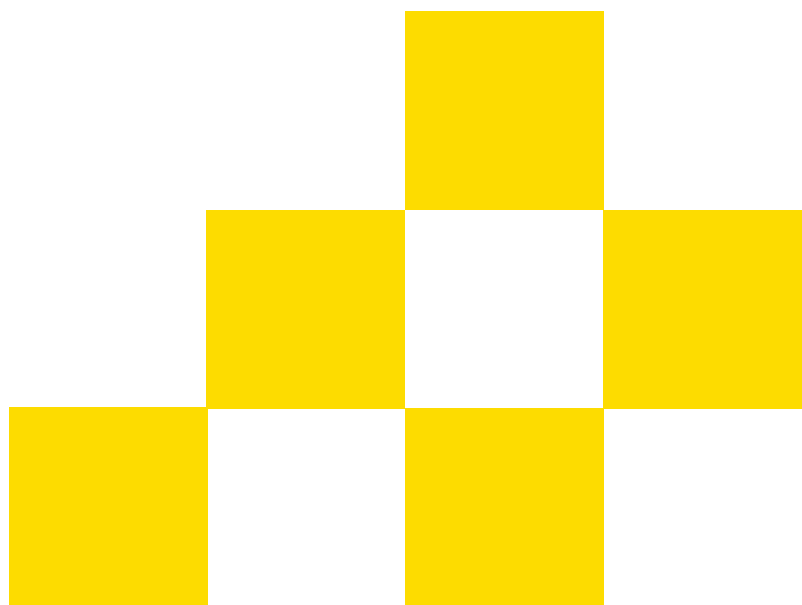
As we look back on the achievements of the past year, it is crucial to acknowledge that our success is the outcome of the combined efforts of the police service, the Police Authority, our partner agencies in the community, and various government departments. By working together, we have utilised our strengths and resources to tackle the diverse needs and challenges faced by our island.

Looking ahead, we are committed to building upon the foundation of excellence established in 2023.

We will focus on innovation, collaboration, and community engagement to meet the evolving demands of modern policing.

I would like to express my genuine gratitude to all members of the Islands police service for their dedication, professionalism, and commitment to duty. Through hard work and dedication, we have achieved significant successes highlighted in this report. I am confident, we will see continuing excellence in the years to come.

SIMON HARMAN
CHAIR, JERSEY POLICE AUTHORITY



FOREWORD

FOREWORD BY THE CHIEF OFFICER, STATES OF JERSEY POLICE



In the face of unprecedented challenges, the resolve and dedication of our police officers and staff has shone brightly throughout the past year.

**ROBIN SMITH, CHIEF OFFICER,
STATES OF JERSEY POLICE**

When I reflect on the challenges and triumphs of this reporting year, I am compelled to acknowledge the unparalleled dedication and resilience exhibited by the officers and staff of the States of Jersey Police.

During 2023, we handled a series of unprecedented major incidents, testing not only our resources but also our resilience and resolve. As we entered the New Year, we were still very much in the early stages of our investigations into the devastating explosion at Haut du Mont and the tragic collision at sea involving L'Ecume II, both only within two days of each other in December 2022.

Each incident requires a unique response from our officers and staff. The challenges of the past year have underscored the vital importance of collaboration, both within our organisation and with our many community partnerships. Our colleagues throughout the other emergency services and numerous government agencies have also experienced their share of the pressures from the last 12 months and we remain grateful for the professional relationships we share. In the face of adversity, we have witnessed the incredible power of unity and cooperation, as we worked tirelessly to overcome many obstacles and address the needs of those affected by these tragedies.

Of course, we cannot ignore that whilst the major incidents required considerable resources, we also managed the 'business as usual'.

Crime figures remain on par with recent years but have risen slightly by 3% in 2023. Overall however, crime remains below pre-Covid recorded figures for 2019, 3396.

We are pleased to have also seen a reduction in malicious damage and an overall reduction in young person-related crimes.

In the face of significant challenges, the resolve and dedication of our police officers and staff have shone brightly throughout the past year. SOJ Police is committed to illustrating value for money to islands whilst recognising the need to deliver services in collaboration with other agencies. I am proud of the way our service has risen to the occasion in 2023, both operationally and organisationally.

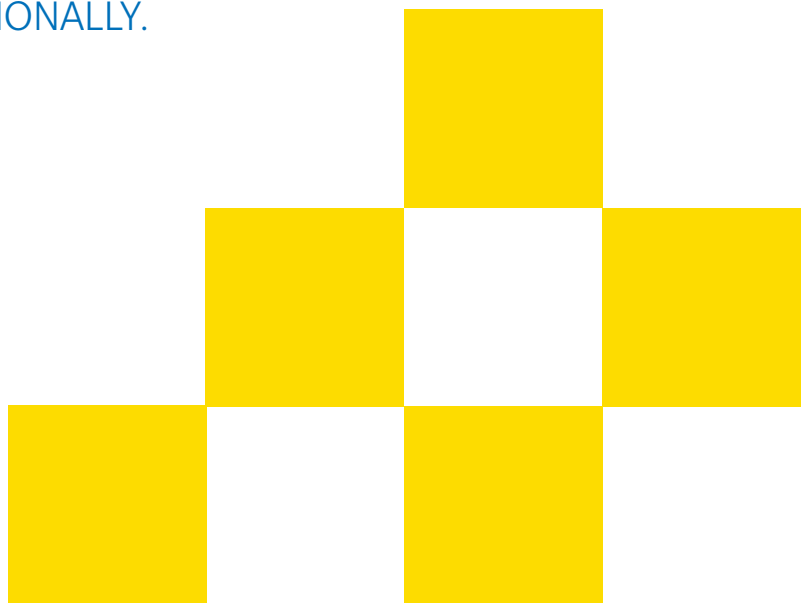
Looking ahead, we remain vigilant in our commitment to excellence, continuously striving to improve and adapt to the ever-changing landscape of policing. Together, we will continue to uphold the values of integrity, professionalism, and service that define our organisation, ensuring that we are prepared to face whatever challenges may lie ahead.

It remains our duty and privilege to serve and protect our Island.

**ROBIN SMITH, CHIEF OFFICER,
STATES OF JERSEY POLICE**



I AM PROUD OF THE WAY OUR SERVICE HAS
RISEN TO THE OCCASION IN 2023, BOTH
OPERATIONALLY AND ORGANISATIONALLY.





Our Policing Plan on a page for 2023



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 vulnerable people within our community as well as victims of crime. We want people to continue to have trust and confidence in our policing, and in doing so, we will ensure that our Police service is empowered to deliver the best service for Islanders whilst ensuring value for money.



Keeping People Safe



Contribute to the development and implementation of the VAWG strategy and delivery plan

Work in partnership to reduce the demand of mental health incidents on police, seeking to address root causes not symptoms

Deliver corporate responsibilities under the Children & Young People (Jersey) Law 2022

In partnership improve the safety of all road users through the implementation of the SoJP Roads Policing Strategy



Collaborative Problem Solving



Help create and execute a modern and effective youth justice policy to decrease policing needs related to repeat youth offenders.

Together with partners further develop a multi-agency problem solving approach

Continue to prepare for the Moneyval Inspection

In partnership, implement a multi-agency framework to reduce the number of missing reports from youths in care.



Our People Our Culture



Embed the Equality, Diversity, and Inclusion Strategy to develop a culture and environment where our staff can thrive

Ensure the wellbeing of staff is a priority in terms of safety, health, development and environment, as key enablers of a high performance culture

Subject all staff to rigorous vetting processes and ensure services adhere to Police Service Code of Ethics and professional behavior standards.

Foster a culture of CPD to empower and enhance our staff, improving their ability to provide exceptional public service.



Prevent Crime & Bring Offenders to Justice



In partnership continue to drive improvements in the criminal justice system in preparation for a new criminal justice policy

Show effectiveness in investigating and prosecuting money laundering and terrorist financing crimes

Improve our knowledge and focus on those who inflict the most harm on our community.

Further reduce crime and antisocial behaviour, further enhancing the trust and confidence in SoJP



Provide Value for Money



Support the value for money commitment through continuous improvement to enhance effectiveness and maximise efficiencies

Improve our understanding of current and future demand to enable effective resourcing decisions

Improve effectiveness through evidence-based approaches, including learning from past experiences and refining innovative solutions.

KEEPING PEOPLE SAFE



STATES OF JERSEY POLICE OBJECTIVE:

To work in partnership to reduce mental health demand on police seeking to address causes not symptoms

STATES OF JERSEY POLICE ACTIONS:

- Continuous collaboration with the Director of Mental Health services.
- Increase our data collection capacity.
- Develop a States of Jersey Police, Article 36 working group:
Article 36 applies when a police officer finds, in any place other than a private dwelling, a person who appears to the police officer –
 - (a) to be suffering from a mental disorder; and
 - (b) to be in immediate need of care or control.
 - (2) Where this paragraph applies, and the police officer thinks it necessary to do so in the interests of that person or for the protection of other persons, the police officer may remove the person to a place of safety.

DELIVERABLES AND OUTCOMES:

- Overall, incidents for mental health related events requiring the police to attend have reduced from 1331 for the same period last year, to just 883 in 2023. This is almost a 34% reduction in demand and equated to a saving of 1230 police officer hours.
- Increase of 26% of mental health related incidents that do not require police attendance.
- Use of the mental health triage service has increased from 15.5% to 23.5%. Monthly comparisons now show a reduction from the same period last year which has led to a 32% decrease in the total time that officers spend at Mental Health incidents.
- Article 36 detentions were down from 87 to 53 for the same period last year which is a 39% reduction. This equates to 234 police hours saved.



Overall Police attended mental health related Incidents



Total time that officers spend at mental health incidents



Article 36 (Place of Safety) detentions

STATES OF JERSEY POLICE OBJECTIVE:

To contribute to the development and implementation of the Island Violence Against Women and Girls (VAWG) strategy and delivery plan.

STATES OF JERSEY POLICE ACTIONS:

- Implement SOJP VAWG Action Plan.
- Act as the sponsor and the project lead for a more child friendly investigation of incidents involving child sexual abuse or exploitation (CSAE).
- Deliver the new Victim Advocacy Centre.
- Review of Operation Visible (community and night-time economy project) to include VAWG.

DELIVERABLES AND OUTCOMES:

- VAWG Action Plan has been implemented with quarterly meetings with development and actions recorded.
- Work continues to develop new ways to increase victim engagement.
- A public consultation has been held about the advocacy centre. A funding deficit has been addressed by the Department for Justice and Home Affairs (JHA). Police officers and staff continue to meet operationally and strategically with partners monthly.
- Significant work is underway with Operation Visible. A review in December found positive engagement with partners and increases in relevant stop checks. Similar recorded crimes and some intelligence increases were identified.
- 474 domestic abuse-related crimes were recorded in 2023, a increase of 57 on 417 recorded for the same period last year, but below the 520 that was recorded in 2019.
- 172 sexual crimes were recorded in 2023, 1 more than the same period last year but less than the 181 recorded in 2019.
- VAWG’s ‘no complaint’* rate in 2023 is 41%. This is the same number for the same reporting period last year, and only slightly less than 43% for 2019.

	2019	2022	2023
Domestic Abuse-Related Crimes	520	417	474
Sexual Crimes	181	171	172
VAWG’s ‘No Complaint’* Rate	43%	41%	41%

*A crime is recorded but the victim may have chosen to follow procedure with a complaint or wish to take the incident further within the criminal justice system.



STATES OF JERSEY POLICE OBJECTIVE:

To deliver corporate responsibilities under the Children & Young People (Jersey) Law 2022

STATES OF JERSEY POLICE ACTIONS:

- Develop and implement a Corporate Parenting Plan for SOJP.
- Rollout training to all relevant staff on the new Statutory Guidance underpinning the new Children's Law.

DELIVERABLES AND OUTCOMES:

- This piece of work has not yet commenced and will not be delivered this year. It is carried forward to next years plan.
- The law has not yet come into effect. The training modules will be launched in 2024.

STATES OF JERSEY POLICE OBJECTIVE:

In partnership, improve the safety of all road users through the implementation of the SOJP Road Safety Strategy

STATES OF JERSEY POLICE ACTIONS:

- Conduct roadside drug testing.
- Continue to focus on Operation Canvas and identify key hot spots around the Island.
- Implement STATS 19, Road Traffic Collision data collection. (STATS 19 is a reporting system that facilitates access to and processing of Great Britain's official road traffic casualty database).

DELIVERABLES AND OUTCOMES:

- A multi-agency working group has been established to consider limitations for the use of cannabis, as well as when used in conjunction with alcohol.
- Road traffic collisions for the same period last year are currently forecast to be lower at the close of the year-end, however, we have very sadly recorded three fatal incidents in a single annual recording period.
- STATS 19 project is in the final stages of development and will be rolled out to the response teams in Quarter 1 of 2024. This work stream has been a huge collaborative project with partners across departments of JHA and Infrastructure and Environment (IE).
- This will provide SOJP and IE partners with rich data around various aspects of road safety.

Road Safety statistics of recorded offences during 2023



<5 CAUSE OF DEATH BY CARELESS DRIVING



<5 CAUSE OF DEATH BY DANGEROUS DRIVING



<5 CAUSE SERIOUS INJURY BY CARELESS DRIVING



10 CARELESS DRIVING CAUSING SERIOUS INJURY



8 DANGEROUS DRIVING



6 TAMPERING WITH A MOTOR VEHICLE



177 MALICIOUS DAMAGE TO VEHICLES



<5 LARCENY OF A MOTOR VEHICLE

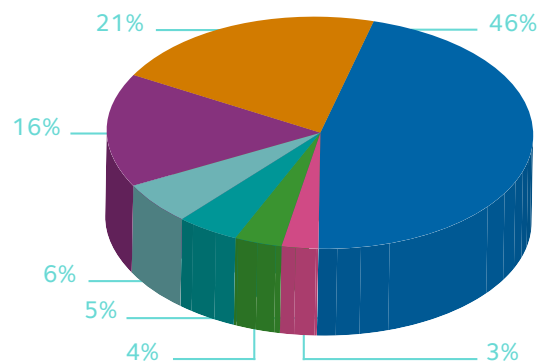
CRIME IN 2023 OVERVIEW

ALL RECORDED CRIME BY YEAR



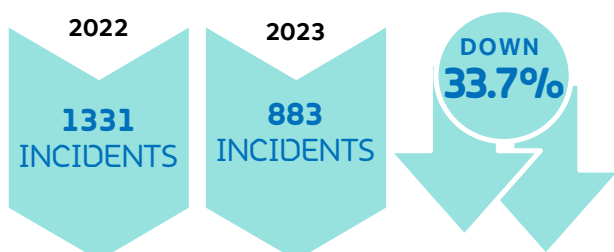
CRIME BY OFFENCE CATEGORY 2023

Offences Against The Person <small>(This includes assaults, serious violence etc.)</small>	1460
Acquisitive Crime	666
Offences Against Property	501
Sexual Offences	186
Drug Offences	147
Burglary	115
Other	80



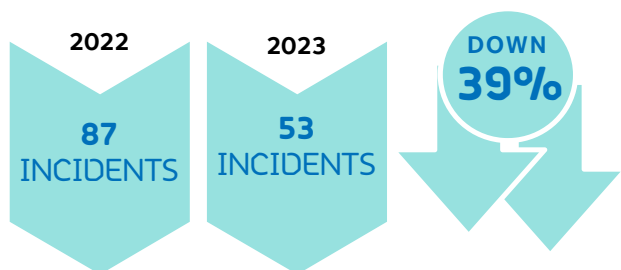
As a percentage of all recorded crimes.

POLICE ATTENDED MENTAL HEALTH RELATED INCIDENTS



26% did not require police attendance (2023)

ARTICLE 36 (PLACE OF SAFETY) DETENTIONS



This equates to **234** police hours saved (2023)

2023 OFFENCES SUMMARY



46.3% OF ALL CRIMES WERE OFFENCES AGAINST THE PERSON



37 CASES OF BREAKING AND ENTERING



82 CASES OF MALICIOUS DAMAGE TO A PROPERTY



836 CASES OF COMMON ASSAULT



6% OF ALL CRIMES WERE SEXUAL OFFENCES



126 DRUG OFFENCES (Possession of a controlled substance)



20 CASES OF PERVERTING THE COURSE OF JUSTICE



5 RECORDED CASES OF BLACKMAIL

RECORDED CRIME OVER THE PAST 5 YEARS

3155 crimes were recorded during 2023. This figure remains approximately 300 crimes below pre-Covid recorded numbers. However, this is a small increase from the figures released for 2022, which was 3061.

Analysis of crime categories has revealed that most crime categories apart from ‘assaults’ are below pre-Covid figures. The increase in assault categories are attributed to the night time economy and an increase in domestic related crimes.

Other crimes that have increased since 2022 include ‘acquisitive crimes’, including theft from shops, burglary, disorderly conduct, fraud and harassment.

Theft from shops maybe partially attributed to cost of living issues.

Crimes that have decreased in recorded figures include drug crimes, malicious damage and vehicle crimes.

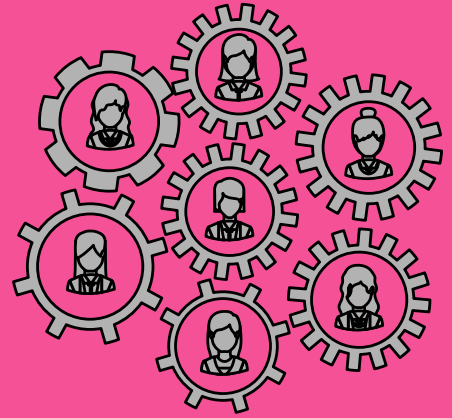
COMPARING RECORDED CRIME OVER 5 YEARS

CRIME	2019	2020	2021	2022	2023
Offences Against The Person	1451	1288	1266	1347	1460
Acquisitive Crime	740	562	634	618	666
Offences Against Property	573	563	653	576	501
Sexual Offences	198	131	175	183	186
Drug Offences	201	196	158	169	147
Burglary	124	157	126	98	115
Other	109	73	100	70	80



▼ **7% decrease in burglaries**

Comparing recorded crime for 2019 to 2023 shows a 7% decrease in burglaries



COLLABORATIVE PROBLEM SOLVING

STATES OF JERSEY POLICE OBJECTIVE:

Together with partners develop a multi-agency problem solving approach

STATES OF JERSEY POLICE ACTIONS:

- Further develop the effectiveness of the SOJP Community Policing Team.
- Participate fully in the development and implementation of the 'Building a Safer Community Framework'.
- Use data driven policing to inform decision making and problem solving.

DELIVERABLES AND OUTCOMES:

- Major incidents and operational demands resulted in limited deployable resources. Business as usual is now being re-established, and annual recruitment schemes completed. A Roadmap for reintroduction of the full team is in development.
- No partner training events have taken place in 2023 whilst we await the BASC Framework launch in Q1 2024. Also, the community policing function has had limited resources due to other operational demands.
- More than 7 problem solving initiatives have been recorded as of the end of the year.
- Power BI and other analytical tools are now increasingly used to identify and drive problem-solving initiatives through the monthly Performance Management Board meeting and other tactical environments.



STATES OF JERSEY POLICE OBJECTIVE:

To prepare for MONEYVAL* inspection

* MONEYVAL, a permanent body of the Council of Europe established in 1997, assesses and enhances compliance with international standards against money laundering and terrorism financing.

STATES OF JERSEY POLICE ACTIONS:

- Implement and embed the new Financial Intelligence Unit (FIU) Jersey structure.
- Recruit to the FIU Jersey and Jersey Financial Crime Unit Operations establishment model.
- Work with GOJ Financial Crime Strategy Team to meet deadlines for all required submissions.

DELIVERABLES AND OUTCOMES:

- New legislation has been enacted and a Director is now in post. The department is at >95% FTE establishment.
- Submissions to MONEYVAL completed on time.
- MONEYVAL onsite inspection took place in September 2023. 1st draft of the report is due on 4th December 2023. Plenary session is planned for May 2024 with the final report being released in August 2024.
- FIU Jersey now has a separate governance board and reports to Jersey's Chief Minister via the Assistant Chief Minister with responsibility for Financial Services.

STATES OF JERSEY POLICE OBJECTIVE:

To contribute to the development and implementation of a modern and effective Youth Justice Policy, seeking to reduce the policing demand associated with repeat youth offenders

STATES OF JERSEY POLICE ACTIONS:

- Develop a performance-based dataset to understand the lifecycle of the criminal justice process.
- Review Youth Justice processes identified by the Criminal Justice Improvement Group (CJIG).

DELIVERABLES AND OUTCOMES:

- Youth Court process reviewed by CJIG in liaison with the Magistrate to identify how children can go through the court process more expediently.
- New change process to be approved by the Magistrate.
- Service Level Agreement with the Law Officers Department is under review. Discussion is ongoing to reduce the time for advice to 14 days for juveniles to reduce waiting times for charging decisions.
- CJIG concluded May 2023, CJ working group in June, chaired by the Attorney General has re-instated a sub-group to look at research and analysis which will include a joint data set.

STATES OF JERSEY POLICE OBJECTIVE:

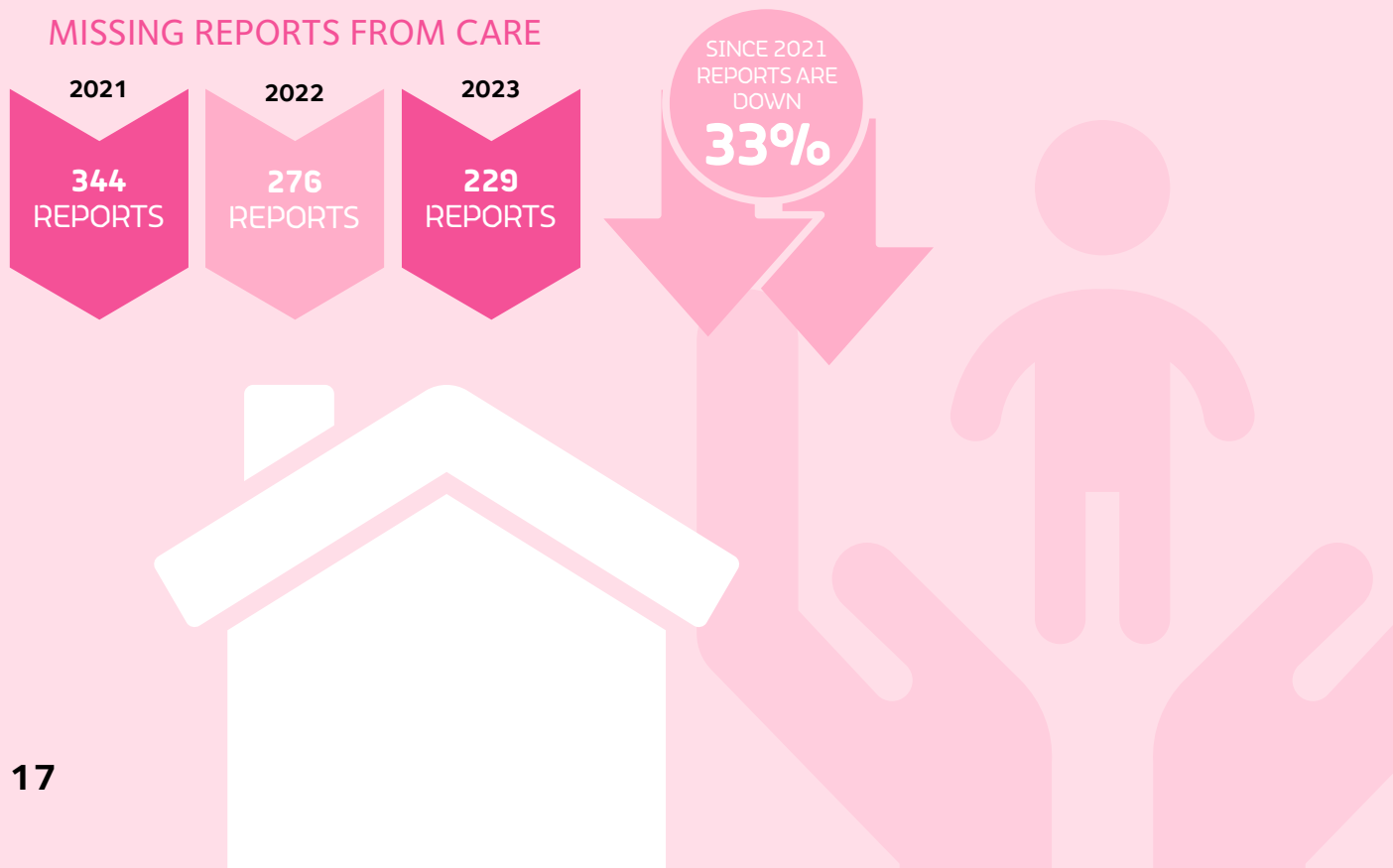
In partnership, implement an enhanced multi-agency framework to reduce the number of young people who are reported missing from care

STATES OF JERSEY POLICE ACTIONS:

- Rollout multi-agency workshops on shared understanding of risk in partnership with Safeguarding Partnership Board (SPB).
- Review and implement SOJP procedure in accordance with new multi-agency framework.

DELIVERABLES AND OUTCOMES:

- SPB guidelines have been ratified. Work is now commencing on a rollout of joint training for Children's Service and States of Jersey Police.
- Reports of young people missing from care during 2023 are recorded as 229, which is a 17% reduction compared to data held for 2022 (276) and a 33% reduction on the high point in 2021 (344).



OUR PEOPLE OUR CULTURE



STATES OF JERSEY POLICE OBJECTIVE:

To embed the Equality, Diversity, and Inclusion Strategy thereby seeking to further develop a culture and environment in which our people can thrive

STATES OF JERSEY POLICE ACTIONS:

- Seek to understand the demographic makeup of our communities and undertake engagement activity with a view to understanding needs.

DELIVERABLES AND OUTCOMES:

- People and Culture Board has been developed with a sight on diversity, equality and inclusion.
- Project Terms of Reference have been developed to identify community demographics across the Island and use this to inform policing response and engagement opportunities (e.g. language).



The States of Jersey Police is committed to providing a policing service which meets and reflects the needs of all of our communities. It is important that individuals or groups of individuals are treated fairly on the basis of their specific protected characteristics, including race, gender, disability, religion or belief, sexual orientation or age.

STATES OF JERSEY POLICE OBJECTIVE:

To ensure all SOJP staff are subject to vigorous and robust vetting processes and ensure delivery of services align with the police service Code Of Ethics and standards of professional behaviour

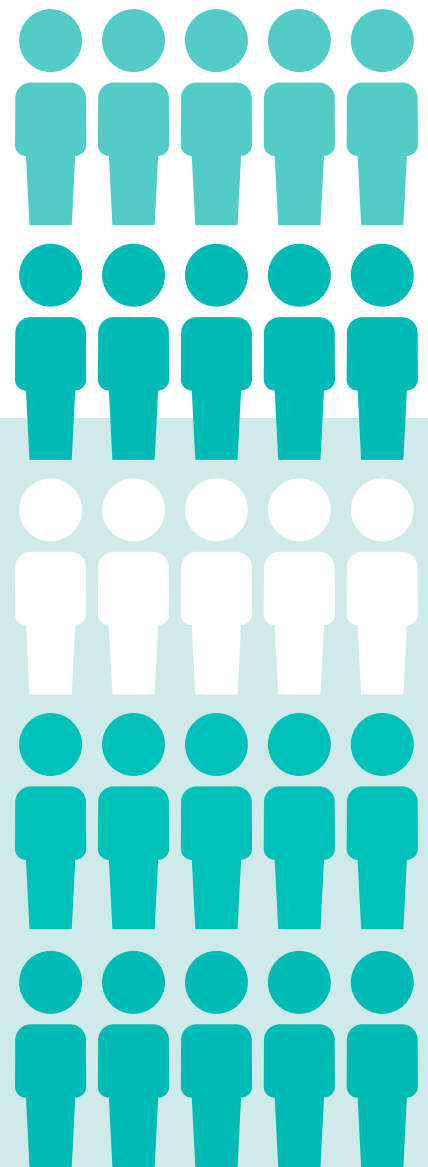
STATES OF JERSEY POLICE ACTIONS:

- Demonstrate from recruitment, transferees, and fixed term contractors that we have implemented the vetting process.
- Actively scan the organisation and identify appropriate vetting levels/designated roles (as per the recommendations set out in the most recent report from His Majesty's Inspectorate of Constabularies Fire and Rescue Services).

DELIVERABLES AND OUTCOMES:

- In total 25 specific roles and/or ranks have been reviewed, each role being assessed against national guidance in the College of Policing Vetting Authorised Professional Practice.
- Work continues to proactively review roles in line with the guidance set out in the above mentioned document.

25 specific roles and/or ranks have been reviewed.
Each role being assessed against national guidance in the Vetting APP.



STATES OF JERSEY POLICE OBJECTIVE:

To ensure the wellbeing of staff is a priority in terms of safety, health, development and environment, as key enablers of a high-performance culture

STATES OF JERSEY POLICE ACTIONS:

- All line managers to undertake 'Mental Health Awareness for Managers Training'.
- Further TRiM education and awareness to be delivered. Those who are identified as being in high-risk specialist posts will be annually assessed and offered interventions and support.

(TRiM stands for, Trauma Risk Incident Management. It is a welfare led process intended to assess the response of a member of staff (including certain affiliated groups such as honorary police officers) exposed to a potentially traumatic incident).

DELIVERABLES AND OUTCOMES:

- Wellbeing staff have attended the Government prepared training/course which has been positively received. The plan is to now arrange for all SOJP supervisors to attend full days of training over the next 12/18 months (2024 Training Plan).
- All TRiM practitioners are now up to date with the necessary training.
- All staff in high-risk posts (approximately 130) have now been screened.

STATES OF JERSEY POLICE OBJECTIVE:

To develop and empower our people in a culture of continuous professional development to increase their effectiveness and efficiency, to deliver an outstanding service to Islanders

STATES OF JERSEY POLICE ACTIONS:

- Review and develop recommendations for implementation from the Timewise* report.

DELIVERABLES AND OUTCOMES:

- Work ongoing into 2024.

*Timewise is a social enterprise with commercial expertise, working with employers, policymakers and influencers to create stronger, more inclusive workspaces, powered by flexible working.

PROFESSIONAL STANDARDS 2023



Below is a table displaying the total number of investigations within the States of Jersey Police from 2019 to 2023. This includes both internal and external investigations. (HP) refers to the number of Honorary Police complaints investigated by States of Jersey Police.

Investigations into formal complaints are overseen by the Jersey Police Complaints Authority (JPCA). A separate report is published annually documenting their work.

TOTAL NUMBER OF INVESTIGATIONS

YEAR	
2019	60 (3 HP)
2020	84 (5 HP)
2021	55 (5 HP)
2022	64 (3 HP)
2023	56 (0 HP)

CASE OUTCOMES

Outcomes in the table below represent the finalisation of the case not individual discipline code breaches.

OUTCOME	2022	2023
Informal Resolution	45	27
Substantiated	6	2
Unsubstantiated	6	5
Remain open	7	22

CONDUCT CATEGORIES

CONDUCT	2022	2023
Performance Of Duties	28	38
Use Of Force And Abuse Of Authority	25	18
Politeness And Tolerance	8	7
General Conduct	10	4
Confidentiality	4	5
Honesty And Integrity	3	6
Fairness And Impartiality	0	0
Criminal Offences	1	1
Appearance	0	0

PREVENTING CRIME AND BRINGING OFFENDERS TO JUSTICE



STATES OF JERSEY POLICE OBJECTIVE:

To work in partnership to continue to drive improvements in the criminal justice system

STATES OF JERSEY POLICE ACTIONS:

- Working with the Criminal Justice Improvement Group (CJIG) / multiple agencies to identify and deliver efficiencies outlined in the improvement plan.

DELIVERABLES AND OUTCOMES:

- CJIG work has concluded in Q2. Increase in guilty pleas and a reduction in the number of discontinuations.

STATES OF JERSEY POLICE OBJECTIVE:

Demonstrate effectiveness in investigating and prosecuting money laundering and terrorist financing offences

STATES OF JERSEY POLICE ACTIONS:

- FIU Jersey outreach to industry to obtain intelligence on money laundering and combating the financing of terrorism.
- Increase awareness for parallel money laundering investigations within SOJP.
- Develop and embed Money Laundering Parallel Investigation Policy.

DELIVERABLES AND OUTCOMES:

- Continued increase in money laundering investigations.
- Power BI monitoring progression for this KPI and now BAU managed through 1:1s.

STATES OF JERSEY POLICE OBJECTIVE:

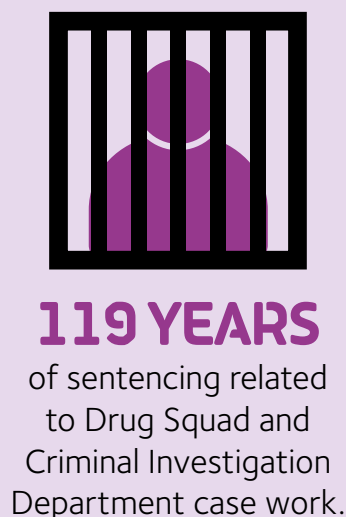
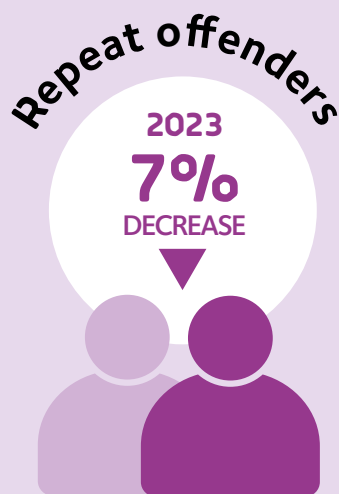
To enhance our understanding of and target those who cause most harm to our community

STATES OF JERSEY POLICE ACTIONS:

- Increase Organised Crime Group (OCG) mapping.
- Increase the force awareness and target those individuals that cause the most harm.
- Target repeat sex and domestic abuse offenders that continue to cause harm within the community.
- Work collaboratively with Force Intelligence Bureau (FIB) to identify, target and dismantle OCGs operating in Jersey.

DELIVERABLES AND OUTCOMES:

- OCGs have been identified in 2023. Ongoing OCG mapping will continue through 2024.
- Compared to the same period last year, SOJP have seen a 7% reduction in repeat offenders.
- Throughout the year, there has been an increase of almost 1000 intelligence reports. This is a 20% increase from last year.
- This year's FIB Operations have predominantly been tasked to Jersey Customs and Immigration Service due to resourcing pressure linked to the major incidents. SOJP has not had a proactive capability for most of 2023.



STATES OF JERSEY POLICE OBJECTIVE:

To seek to further reduce crime and antisocial behaviour and further enhance the trust and confidence in SOJP

STATES OF JERSEY POLICE ACTIONS:

- Support all youth partnership opportunities – Particularly the Integrated Youth Support (IYS) team & Safer Schools Partnership.
- Increase Community Policing Team (CPT) and organisational problem solving, with emphasis on alcohol licensing initiatives and actions and specific crime reduction initiatives and actions.

DELIVERABLES AND OUTCOMES:

- Power BI and other analytical products are now increasingly used to drive a range of problem solving initiatives through performance analysis.
- Two licensing officer posts have been reestablished within the CPT. These posts will have responsibility for the collation and circulation of key night time economy intelligence and will provide essential links to the 'door-badge' scheme.
- Be active members of the Licensing Assembly to which 'problem' premises continue to be reported.



PROVIDING VALUE FOR MONEY



STATES OF JERSEY POLICE OBJECTIVE:

To support the value for money commitment through continuous improvement to improve effectiveness and maximise efficiencies

STATES OF JERSEY POLICE ACTIONS:

- Develop our business intelligence and corporate knowledge.
- Embed the Office 365 functionality across the Force linking with Police Digital Service to offer training packages and best practice.
- Develop strategy to achieve the projected value for money savings targets set by government for 2024-26, including a review of existing establishment.
- Implement and embed Connect throughout the Force and adopt new working practices in line with the government Public Finance Manual (PFM).

DELIVERABLES AND OUTCOMES:

- Business Hub has continued to be deployed across multiple business areas, The information management collected is growing and will be utilised for organisational planning.
- Embedding and ongoing use of O365 across the Force. Relationship with the Police Digital Service is maintained with monthly meetings and online conferences attended for best practice understanding within other Forces.
- Savings and value for money report presented at Senior Leadership Team's Away Day.
- Connect Finance went live in January 2023 and Connect People rolled out November 2023.
- Reporting for Connect Finance is just materialising for financial management. Annual governance statement to be updated to reflect this position.

STATES OF JERSEY POLICE OBJECTIVE:

Improve understanding of current and future demand to enable effective resourcing decisions

STATES OF JERSEY POLICE ACTIONS:

- Implement recommendations outlined in the Crest demand report.
- Develop a fully costed establishment model monitoring actual resourcing and budgetary monthly position, in order to inform optimum future staffing model and timing of recruitment initiatives.

Crest Advisory were commissioned to conduct an overview of the profile demand on the States of Jersey Police towards the end of 2022. The report considered pressures of Crime versus Non-Crime demand on the organisation, taking into account SOJP capacity and capability.

DELIVERABLES AND OUTCOMES:

- Fully costed establishment for 2024 produced and presented at SLT Away Day. This has been ratified by Finance. This is an ongoing exercise and will need to be utilised for budget forecasting in 2024, reviewing monthly.

STATES OF JERSEY POLICE OBJECTIVE:

Seek to achieve and improve effectiveness through the application of evidence-based approaches

STATES OF JERSEY POLICE ACTIONS:

- Implement the Analytics Strategy to improve data quality, in order to facilitate data led policing.
- Develop an understanding of demand throughout SOJP, by mapping current activity and developing improved processes for management.

DELIVERABLES AND OUTCOMES:

- Strategic approach to improving data quality is underway through the InfoGov board, data quality Power BI has been developed.
- A Shadow Force Management Statement is under development for Q1 2024, and demand analysis is developing through the Performance Management Board.

VALUE FOR MONEY ✨

CURRENT ESTABLISHMENT



205

Police Officers



121

Police Staff

RE-REVIEW OF POLICE STAFF ROLES

- Intelligence Manager
- Senior Analysts
- Coroners Officers
- Digital Forensics
- Force Planning

Vacancy Reduction

▼ 87%

The number of vacancies was 40 in January 2023, it is currently at 5.

- Overall £213k variance includes £413k overspend on court and case costs (C&CC). Treasury to balance C&CC pressures across all GoJ departments as part of a year-end Ministerial Decision.
- Without the impact of court and case costs, SOJP full year revenue variance is an underspend of £200k; £140k of which relates to recruitment delays affecting the utilisation of investment funding for implementing the Domestic Abuse law in 2023.
- The Service has requested to reprofile the £200k underspend into 2024 to facilitate the completion of the Firearms Range capital project.
- Significant underspend on staff costs in 2023 was due to vacancies and resignations throughout the year; all of which was used to meet non-staff cost pressures relating to: firearms travel, training and one-off purchases, equipment maintenance and inflationary pressures on software, fleet leasing and fuel costs.
- Unexpected increase of income due to one-off receipts for mutual aid services (National events: Golden Orb and London Bridge)
- Planning and contractor difficulties prevented the progress of the Service's two main capital projects in 2023; underspends are expected to be reprofiled into 2024 (subject to Council of Ministers approval). The rolling equipment replacement budget was underspent due to timing of goods receipts.

CAPITAL EXPENDITURE

	2023 Budget	2023 Actual	2023 Variance
Minor Capital	200,000	151,780	48,220
Firearms Range	1,991,962	21,625	1,970,337
Dewberry House	2,851,000	315,989	2,535,011
Total	5,042,962	489,394	4,553,568

REVENUE EXPENDITURE

	2023 Budget	2023 Actual	2023 Variance
Staff Expenditure	26,400,633	25,120,970	1,279,663
Non-staff Expenditure	2,800,000	4,352,839	-1,552,839
Income	-234,000	-293,894	59,894
Total	28,966,633	29,179,915	-213,282

MAJOR INCIDENTS

	2023 Budget	2023 Actual	2023 Variance
Operation Spire	6,005,000	2,707,745	3,297,255
Operation Nectar	1,245,000	535,672	709,328
Total	7,250,000	3,243,417	4,006,583

Overall

£213k variance

Includes £413k overspend on court and case costs (C&CC).



COMMUNITY EVENTS AT A GLANCE

A month-by-month summary of community events and SOJP campaigns during 2023

JANUARY 2023

POLICING OVER THE FESTIVE PERIOD

Revellers over the Christmas and New Year were generally in good spirits, police reported. Requirements on the Force during the festive period were as expected and the resources in place were adequate to manage the demand for everyday services and those deployed to the Pier Road tragedy.

Between Christmas Day and New Year's Day, police responded to:



49

Emergency 999 Calls



61

Concern for Welfare/Safety Situations



297

Matters that required Police Attention



28

Arrests by Police Officers

CHIEF INSPECTOR MARK HAFEY

praised staff for their hard work over the Christmas period, saying:

“

Officers have gone above and beyond these last few weeks and have dealt with everything that's come their way. Shift patterns changed quickly to accommodate the major incident at Pier Road and ensure Islanders could rely on policing services.



As the search at Haut du Mont has progressed, pockets of fire have been discovered. South West Hazardous Area Response Team, are joined by an urban search and rescue team from Hampshire & Isle of White Fire and Rescue Service to assist Jersey search teams at the highly unsafe area following the Haut du Mont explosion.



10 NEW POLICE OFFICERS

In January, we introduced 10 new police officers to the States of Jersey Police.

After swearing their oath to His Majesty the King they were greeted by their families in the Royal Square.



6TH - 12TH FEBRUARY 2023

#ITSNOTOK

FEBRUARY 2023

SEXUAL ABUSE & SEXUAL VIOLENCE AWARENESS WEEK 6 – 12 Feb.

SOJP highlighted some of the support available and sought to encourage victims to report it. #ItsNotOk

Sexual Abuse & Sexual Violence Awareness Week is a national campaign raising awareness on the help available to those affected by sexual abuse or sexual violence and aims to empower them to come forward should they need help.

Every year on average, 131 sexual offences are reported to the States of Jersey Police, but it is believed that many more go unreported.

All of the agencies involved with these types of crime are committed to ensuring that the victims are provided with a safe, non-judgemental and caring service. They aim to put the victim back in control and provide support that can minimise the long-term consequences.

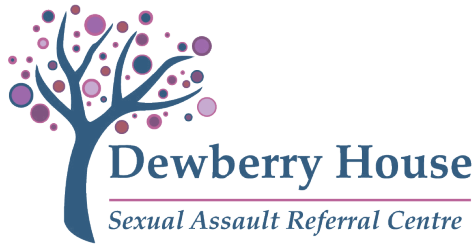
ACTING SUPERINTENDENT CRAIG JACKSON, said:



It takes a lot of courage for a victim of sexual abuse or violence to come forward and report it, whether that be to police or another agency. Our message is clear, we are here to help you, support you, and make sure you have all the care you need.

We are, as always, grateful to our colleagues for their assistance in raising awareness of this week's campaign.





THE SEXUAL ASSAULT REFERRAL CENTRE (SARC) at Dewberry House, provides expert independent and confidential support to victims of sexual abuse. The Centre comprises of a team of experts with a wealth of knowledge and experience in advising, supporting and treating anyone who has been raped or sexually assaulted.



JERSEY DOMESTIC ABUSE SUPPORT (JDAS) is an independent service developed to protect and support victims of domestic or sexual abuse. The team can provide practical and emotional support and a safe and confidential space to meet. Anyone who would like to speak to someone in confidence about sexual abuse or violence can contact police on 01534 612612, or staff at Dewberry House on 01534 888555, or JDAS on 01534 880505.



ROMANCE FRAUD AWARENESS
During February, SOJP also took part in raising awareness of becoming a victim of romance fraud.

Scammers use fake profiles & stolen images, catfishing victims and convincing them to part with personal info and often, money.

LGBT HISTORY MONTH
February was also LGBT History Month. SOJP are proud to show their support for the LGBTQ+ community within Jersey.

SOJP aims to ensure that Jersey is a safe place for the LGBTQ+ community

As an employer, SOJP is also a champion for diversity in the workplace.

MARCH 2023

#InternationalWomensDay, celebrating the women within our service, especially our working mums. People start from different places so offering #Equity as well as #Equality at work is a key goal. Creating a flexible workplace where everyone can thrive is a key aim for SOJP.

As a Mum of two, having the flexibility and understanding of my employer is non-negotiable. Being able to have a good work-life balance and work in an incredibly supportive environment that can offer the adjustments a working mum needs has been really important to me.

Holly

International Women's Day #IWD2023 #EmbraceEquity

As a working mum, the shifts work really well when it comes to covering childcare. Work offer the support and adaptability I need and are understanding when childcare needs arise. I love having the flexibility of working nights or weekends which means I can balance time with my family easily.

Sinead

International Women's Day #IWD2023 #EmbraceEquity

CAREERS FAIR

In March, SOJP attended Le Rocquier School as part of the public services careers fair.



APRIL 2023

JERSEY BOAT SHOW

Officers from the Community Policing Team attended the Jersey Boat Show with a display of the latest patrol vehicles and provided lots of giveaways and information for anyone thinking of joining the Police #community #boatshow

MAY 2023

KING CHARLES III CORONATION

Two police officers from the States of Jersey Police will attend the Coronation of King Charles III in London on Saturday 6th May. Acting Detective Sergeant Patrick Forde and Detective Constable Pippa Le Mottee will represent the States of Jersey Police at this historic event. They will be working closely with their counterparts in London to ensure that everything runs smoothly and that everyone attending is kept safe.



POLICE CHIEF ROBIN SMITH said:

//

We are honoured that States of Jersey Police will be part of this historic event and play a role in ensuring its success. It will be a proud moment for the force and a proud moment for me as Chief. I'm sure too that our officers will have the experience of a lifetime with memories to cherish.

JUNE 2023

June 2023 provided an opportunity to update everyone on the progress of the investigation into the explosion at Haut du Mont.

UK LAB EXAMINING FORENSIC EVIDENCE FROM HAUT DU MONT

Operation Spire, the joint investigation between States of Jersey Police and the Health and Safety Inspectorate into the explosion at Haut du Mont, continues.

The investigation team continue to use the forensic expert services of the HSE Science and Research Centre in Buxton, England, to examine key pieces of evidence taken from the scene. Results from the laboratory are expected in late summer.

SENIOR INVESTIGATING OFFICER, ALISON FOSSEY, said:

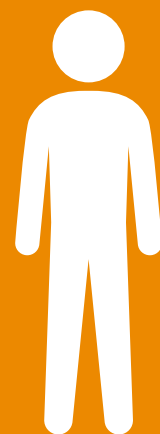
“

The investigation team continue to make good progress on what is a very complex investigation to work through.

Establishing the facts takes time following such a devastating incident. We look forward to receiving the report from the HSE Science and Research Centre later this summer.

The Operation Spire investigation team comprises a Senior Investigating Officer and Deputy, leading:

- 10** Enquiry Officers
- 7** Major Incident Room Staff
- 8** Family Liaison Officers
- 5** Forensic and Expert Personnel
- 2** Community Impact and Displaced Resident Engagement Officers



In addition, officers in the UK worked remotely as part of the Home Office Large Major Enquiry System (HOLMES) team.

SOJP WELCOMED POTENTIAL RECRUITS TO POLICE HQ FOR THEIR EXTENDED INTERVIEW DAY

This is a full day of interviews and scenarios which are graded by qualified and experienced officers and staff who provide vital feedback and assessment of the candidates involved.



JULY 2023

JERSEY CHILDREN'S DAY

In July, officers and staff attended the Jersey Children's Day and ran a colouring competition. Lots of lovely entries were received. The Community Policing Team selected the lucky winners who all received a visit to Police HQ to meet the Chief Officer and to collect Police goody bags #jerseychildrensday





SOJP STAFF AWARDS

SOJP staff and police officers play a critical role every day in keeping Islanders safe, preventing crime and maintaining peace and order within our community. Their commitment to this role, driven by a strong public service ethos, often goes unnoticed. In July the Senior Leadership Team at SOJP took time out to recognise individuals and teams for their exceptional bravery, dedication, and professionalism during their own SOJP Staff Awards.

Recognition awards such as these serve as a testament to the extraordinary efforts of those who go above and beyond their call of duty. The awards included recognition for officers whose timely actions had saved lives as well as those who deliver an outstanding service.



AUGUST 2023

COMMENDATION AWARDS

In August, the Chief Officer presented two officers, PC James Elliott and PC Elliot Brown, with commendation awards in recognition of the courage and professionalism that they displayed whilst dealing with two separate, serious stabbing incidents, one at the Temple Bar in December 2021 and the other at Le Geyt in January 2022, when a young man was ferociously stabbed 23 times and left to die.

In both instances these officers were some of the first to arrive on the scene. The prompt medical attention they administered helped to save the lives of both the victims involved in these incidents.

POLICE CHIEF ROBIN SMITH said:



Chief Officer's Commendation is the highest award in the States of Jersey Police and are only given to officers and staff who do exemplary work. It is rare to give one commendation, it is unprecedented in my experience to give two commendations for two different incidents at the same ceremony.

SEPTEMBER 2023

INTERNATIONAL AIR DISPLAY

PC Gouveia found some very happy people at the Jersey International Air Display. The sun was shining and it was a great day for all who attended.



CAREERS FAIR

In September, officers attended the Highlands College “Freshers” Careers Fair with information about careers in policing.



JERSEY PRIDE

September also hosted the annual Jersey Pride celebrations. Officers and staff attended the parade from the Royal Square and marched alongside the festival atmosphere all the way to the party event held in People’s Park.



OCTOBER 2023

11 NEW POLICE OFFICERS

11 new police officers were sworn in at the Royal Court in October. Ready now to complete the 10 week training course in Norfolk, before returning to Jersey for their localised training modules.



NOVEMBER 2023

STORM CIARAN

In the early hours of November 2nd, 29 adults, 6 children and 7 pets were relocated to hotel accommodation due to extensive property damage. 4 people and a cat were relocated to another address and 3 people were taken to A&E. Emergency Services and special volunteers were out all night dealing with incidents caused by the storm.



ROAD SAFETY WEEK 2023

Road Safety Week (19 – 25 November), is an initiative focusing on speed and keeping our community safe.

Throughout the campaign States of Jersey Police and Honorary officers were out and about conducting speed checks on our roads. This campaign forms part of the enforcement activities conducted throughout the year by police and aims to reduce the volume of speeding and antisocial driving that we see on our roads.

Officers targeted areas based on intelligence received by the public reporting antisocial driving and speeding within their Parishes to disrupt this behaviour.

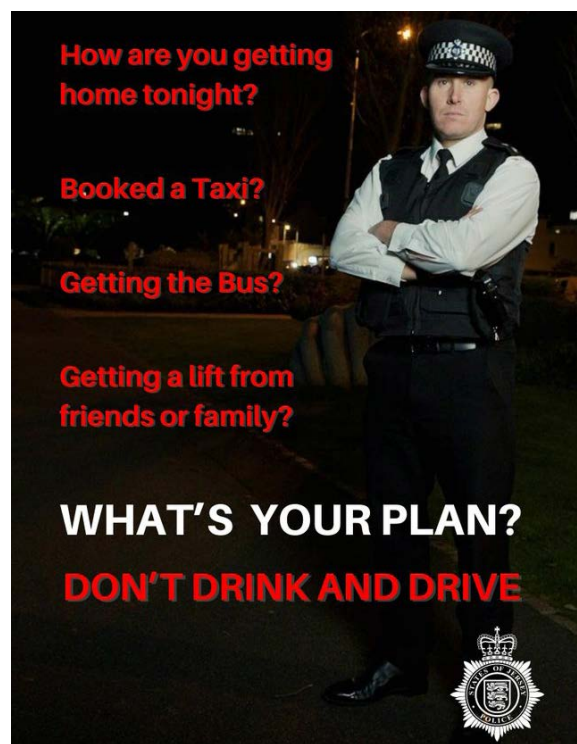
INSPECTOR CALLUM O’CONNOR,
the lead for Roads Policing said:



Our message is clear, slow down. We are a small community, and we all share these areas, and we deserve to be safe whilst doing so. Some of the speeds we see are just not acceptable for an island of this size.

This year alone 108 drivers have been reported for drink driving locally, so we must continue to reiterate the message that getting behind the wheel after consuming alcohol is not acceptable. Alcohol affects everybody’s ability to drive safely and it simply isn’t worth the risk.

The Road Safety week followed nicely into the safe driving initiative for the festive drink driving campaign.



INSPECTOR CALLUM O'CONNOR, the lead for Roads Policing said:



Drink driving can have a devastating impact on lives and the festive period is the opportune time to get this message out. People will be out at Christmas parties, work events and enjoying this time celebrating with friends and family and need to be reminded of the consequences, should they choose to drink and drive.

Think how being caught drink driving could affect your life; driving to work, childcare arrangements or the school run, socialising and family visits. The impact of losing your licence is enormous, not only would you face a heavy fine, but worse still, you could injure or kill yourself or someone else. It's never OK to drink and drive, it's just not worth the risk.

It's always a good idea to plan ahead when arranging your night out. Order a taxi, get a bus, arrange a lift with a friend or family member, but make sure you have a plan to get home safely. This year, we're asking What's your plan?

MAJOR INCIDENTS PROGRESS UPDATE

November 2023, the Chief Officer provides an update on the progress made on the major incidents that the Force is dealing with:



States of Jersey Police is currently investigating 15 unexplained deaths. That's unprecedented in our history. I'm enormously proud of what the officers and police staff have done in the last year. The major incidents include 3000 exhibits, 1200 statements, and 2500 lines of inquiry. As far as Operation Spire is concerned, that's the explosion at Haut du Mont, we've been able to return almost 50,000 items of property to the families of the victims of Pier Road. As far as Operation Nectar is concerned, that's the collision with the L'Ecume II, again I'm also delighted with the progress and that we've sent our file to the Law Officers Department. That file isn't fully complete, but they have an enormous amount of work to do and it's a very complex file and they'll need time to consider it. We've also with the help of the government who chairs the recovery group, been able to raise L'Ecume II from the sea bed a very, very difficult operation and I was pleased that we were able to find Mr Michieli and return him to his family. There's still an enormous amount of work to do. We still await some forensic reports from various operations and once we have those there will be a further update.

DECEMBER 2023

CHRISTMAS DRINK DRIVE CAMPAIGN

Today sees the start of our Christmas Drink Drive campaign and we're asking 'What's your plan?' If you're heading out to celebrate the festive period with a few drinks, making a simple plan to get home safely could be the difference between spending Christmas with your loved ones, spending it in a police cell, or even worse, in hospital.

<https://bit.ly/3RnAIC9>



HAUT DU MONT ANNIVERSARY

On 10th December at noon, officers and staff marked the anniversary of the Haut du Mont tragedy by observing a one minute silence outside of Police Headquarters

FESTIVE CHEER

During December, officers from the Community Policing Teams headed to Liberation Station with Jersey Mencap to bring some festive cheer to travellers.

All involved loved taking part in this festive annual event!



STOP SEARCH FIGURES 2023



According to law the States of Jersey Police are required to provide the following information in their Annual Report:

Custody

There were 1,319 (2022 1,304) people detained in police custody during 2023. This figure includes people who were detained more than once and represents a 1% increase on 2022's total.

PPCE Searches

Under the Police Procedures and Criminal Evidence (Jersey) Law 2003 (PPCE) the Police are required to publish information on specific searches:

Intimate Searches and PPCE vehicle checks

- There were no intimate searches carried out by a registered medical practitioner in police custody during 2023.
- There were 3 vehicle checks conducted under Article 13 of the Police Procedures and Criminal Evidence (Jersey) Law 2003.

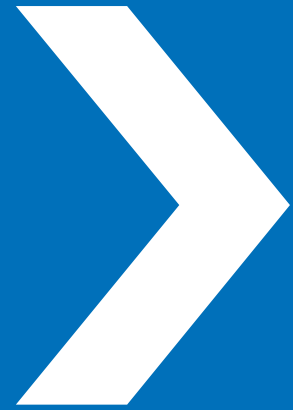
PPCE Stop and Search

- During 2023, 59 people were stopped and searched for drugs, stolen articles, offensive weapons and for other prohibited items. As shown in the table below, this resulted in 10 recorded offences; some searches yielded more than one recorded offence. Figures in brackets refer to the number of people arrested as a consequence of having been searched.

Search relates to:	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Offensive Weapons	1	0	4 (1)	1	3 (1)	1	0	3	3 (2)	1 (1)	3 (2)	1	21 (7)
Going Equipped	1	5	2	0	1	1	0	2	0	0	0	1	7
Stolen Articles	0	1	0	6 (1)	0	0	3 (1)	3	1	1	2	2	26 (2)
Other	1	0	0	1	1	0	0	0	1	0	0	1 (1)	5 (1)
TOTAL	3	6	7 (1)	8 (1)	5 (1)	2	3 (1)	8	5 (2)	2 (1)	5 (2)	5 (1)	59 (10)



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