

ANNUAL REPORT

DONNA JONES
HAMPSHIRE AND ISLE OF WIGHT
2025

**MORE POLICE
SAFER STREETS**

DONNA JONES

**POLICE & CRIME
COMMISSIONER**

HAMPSHIRE & ISLE OF WIGHT



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Commissioner's Foreword

This annual report spans a significant period of transition. Following my re-election in May 2024, this report reflects both the final delivery of More Police, Safer Streets (2020–2024) and the firm foundations now in place for More Police, Safer Streets (2024–2028).

The direction of the last 18 months has been shaped by the voices of the public. More than 10,000 residents, the largest ever response to a PCC consultation, provided me with a clear mandate: improve police visibility, tackle anti-social behaviour, protect rural and business communities, reduce serious violence, and make our roads safer. These priorities underpin how I hold the Chief Constable to account over the next four years and this report demonstrates the headway I have already made.

The arrival of a new UK government in July 2024 brought with it a renewed national focus on crime and safety, including commitments to increase police numbers, halve knife crime, and reduce violence against women and girls. These ambitions create new opportunities for investment, partnership, and more joined-up working with communities.

Since the launch of More Police, Safer Streets in November 2024, additional patrols have been funded in anti-social behaviour hotspots, neighbourhood policing has been expanded, and I have funded new tools to tackle retail crime and shop theft. Rural crime initiatives have been strengthened to ensure that remote communities are protected and supported, and serious violence continues to be addressed through targeted support for young people, especially those at risk of carrying knives.

Public confidence in policing depends on accountability. Throughout this period, efforts to hold the police to account have been drawn directly on public feedback and the voice of victims. Transparency, fairness, and proportionality remain at the heart of this work to deliver the police service the public expect; a force fit for the future but rooted in tradition.

Sound investment in visible policing and community partnerships remain central to successful crime reduction and long-term problem-solving. Crime has significantly reduced across the board, more people are being charged and more officers are on the beat; following the 2025-26 budget, the force will soon have the highest number of officers in over a decade. This report highlights what has already been achieved and demonstrates my vision to work collaboratively with the public to ensure Hampshire and the Isle of Wight are becoming the safest places to live, work and visit.

Donna Jones
Police and Crime Commissioner, Hampshire & Isle of Wight

Introduction

The Police and Crime Commissioner (PCC) has a legal requirement to publish an annual report. The annual report informs the public, partners and stakeholders of the PCC's achievements and provides a snapshot of the progress made in delivering strategic objectives, including those set out in the Police and Crime Plan(s). This annual report focuses on progress made between October 2023 and March 2025.

The period of October 2023 to March 2024 marks the progress and completion of the Commissioner's first Police and Crime Plan (More Police, Safer Streets) and October 2024 to March 2025 marks the progress made against the new Police and Crime Plan (More Police, Safer Streets: 2024-2028), following the Commissioner's re-election to a second term in office in May 2024.

This annual report details the work carried out by the PCC and her team to ensure the successful delivery of the priorities in her Police and Crime Plans.

In addition to a comprehensive financial update on income received and funding allocated to Hampshire & Isle of Wight Constabulary and the Police and Crime Commissioner's Office, this report also includes an overview of grants that have been issued along with a range of commissioned services to support victims and those impacted by crime, and work with perpetrators of crime to prevent offending.





Performance against the Police and Crime Plan

Police Visibility and Engagement

Business and Retail Crime

Crime in Rural Areas

Road Safety

Serious Violence

Anti-Social Behaviour

Police Visibility and Engagement

Increasing the number of police officers has been the PCC’s top priority since being elected in 2021 and re-elected in 2024.

Each year when setting the budget, the Commissioner has consulted the public on the police element of their council tax contributions. Consultations in 2023, 2024 and 2025 have demonstrated the public’s support for the Commissioner to raise contributions within the limit set by the government to increase police officer numbers above and beyond those leaving or retiring.

Between 2020 and 2023, the government’s national Police Uplift Programme (PUP) funded 498 police officers of the 600 officers recruited.

Year-on-year police officer recruitment

- 2020 – 2023 + 600
- 2023 – 2024 + 50
- 2024 – 2025 + 75
- 2025 – 2026 + 90

TOTAL = 815 additional police officers funded since 2021.

Local Bobbies

In January 2024, the Commissioner launched the Local Bobby Scheme to enhance police visibility and strengthen community-police relations by assigning named and contactable police officers to every community. A total of 99 officers in the force were allocated communities to be the point of contact for residents.

The scheme ensures that residents can easily find and contact their Local Bobby via a dedicated webpage on the Constabulary website. The link to the webpage is also prevalent on the OPCC website. The page publishes the name, email and mobile number of the Local Bobbies. Local Bobbies are dedicated to their communities, ensuring continuous engagement and addressing local concerns without being reassigned to other duties. The initiative supports the Constabulary’s new operating model and represents a significant step forward in community policing. By prioritising accessibility, engagement, and operational efficiency, the initiative has successfully strengthened the bond between the police force and the communities it serves. As part of the extra 90 police officers announced in the 2025-26 budget, the Commissioner allocated 15 officers to the Local Bobby scheme to drive up police visibility in rural areas, bringing the total of Local Bobbies to 114.

National praise for local policing

On May 7, 2025, the PCC jointly hosted the first Hampshire and Isle of Wight Local Policing Conference, marking a significant milestone in community-focused policing. The event assembled officers, partners, and stakeholders to reinforce the shared commitment to visible, effective, and accountable neighbourhood policing.

The conference highlighted the strategic direction and substantial financial investment underpinning local policing initiatives, including the Commissioner’s flag ship Local Bobby Scheme.

Policing Minister Dame Diana Johnson addressed the conference via live link, describing Hampshire & Isle of Wight Constabulary as “trail blazers” and recognising its model as a national standard for community policing against the backdrop of the government’s Neighbourhood Policing Guarantee.

Police stations and front counters

The PCC has made significant progress in enhancing public access to policing services through the strategic reopening and development of police stations across the region. These achievements directly supported the PCC’s estate strategy presented to the Police and Crime Panel in March 2024, which prioritises long-term sustainability, economic efficiency, and improved public engagement.

A central principle of the strategy is to maintain and develop an estate that is economical to run, increasingly sustainable, and capable of supporting the operational effectiveness of the force. Throughout 2024, seven police stations were opened.

Police Station		Details
January 2024	Cowes Police Station	New building in the centre of Cowes where the Neighbourhood Policing Team host public drop ins.
March 2024	Portsmouth Central Police Station	Officially re-opened by the PCC with a new front counter, six days a week.
March 2024	Park Gate Police Station	Re-opened to the public by the PCC with a new front counter, three days a week.
September 2024	Cosham Police and Fire Station	New co-located blue-light facility opened enabling integrated emergency services.
October 2024	Ryde Police Station	Officially reopened to the public with a new front counter, open three days a week.
November 2024	Yateley Police Station	Reopened to the public with a new front counter, open three days a week.
December 2024	Totton Police Station	Reopened with new front counter after a decade-long closure, open six days a week.
June 2025	Petersfield Police Station	New building in the high street opened to the public three days a week, specifically to coincide with market days.

A dedicated webpage was created on the OPCC website to ensure the public are kept up to date on the opening of new police stations in their area.

Looking ahead, the Commissioner is focusing on refurbishing Gosport Police Station to open to the public in 2026, and continues to commit to finding suitable sites to open front counters in Shanklin, Eastleigh, Bishops Waltham, Fleet and Alton.

Each of these developments is underpinned by the PCC’s core principles for estate management:

- Delivering decarbonisation and improved green credentials in line with government targets;
- Adopting a robust, long-term maintenance strategy to ensure the integrity and sustainability of the estate;
- Prioritising ownership of assets to safeguard value for money and future flexibility;
- Ensuring economic and energy-efficient operation across all facilities;
- Collaborating with public sector partners to maximise resource efficiency;
- And maintaining a consistent, high-quality working environment to support retention, recruitment, and productivity across the Constabulary.

Making it easier to report crime through 101

Improving access to policing services was a clear priority for the PCC, with a particular focus on ensuring the public could report crime more easily through the 101 non-emergency number. Following strong and sustained challenge from the PCC, the Constabulary responded with significant and measurable improvements to its contact management performance, particularly ahead of the HMICFRS revisit in February 2024. This improvement drive was prompted by findings in the HMICFRS PEEL Inspection (April 2023), which raised serious concerns around:

- Delays in call answering and high abandonment rates;
- Inconsistent use of structured triage and risk assessments;
- Gaps in advice to callers on crime prevention and evidence preservation;
- Failure to meet target response times to calls for service.

In response, the PCC formally wrote to the Chief Constable, requesting clear acknowledgement of these issues, agreement on shared goals, an improvement timeline, and a robust governance framework. This led to a 101 Thematic Scrutiny Review by the OPCC and a renewed focus by the Constabulary on performance and accountability.

The results have been outstanding.

999 call performance	2023–24	2024–25	Change
% Calls Answered	80.52%	93.21%	+13%
Average Speed to Answer	11 seconds	3 seconds	-73% (faster)
Abandoned Call Rate	1.5%	0.2%	-1.3%

Response to 999 calls is now significantly quicker, with the average answer time reduced to just 3 seconds, and the abandonment rate near zero.

101 call performance	2023–24	2024–25	Change
Average Speed to Answer	10 mins 24 secs	2 mins 50 secs	-74% (faster)
Calls Answered Within 10 Minutes	152,144	192,243	+26% more answered
% Answered Within 10 Minutes	65%	91%	+26 percentage points
Abandoned Call Rate	36%	12%	-24 percentage points

These figures represent a transformational improvement. Over 90% of 101 calls are now answered within 10 minutes, compared to just 65% the previous year. The number of abandoned calls has dropped by two-thirds, significantly improving public access and confidence.

The PCC commended the Constabulary’s constructive and proactive response to challenge and scrutiny. These improvements show a real shift in performance culture and a strong commitment to putting the public first in every contact. The OPCC will continue to provide rigorous oversight to ensure this progress is sustained.



Business and Retail Crime

Over the course of the reporting period, the Police and Crime Commissioner continually invested in support for the business community to tackle business and retail crime. The work delivered under this priority reflects the PCC’s wider goals: protecting local businesses, addressing prolific offending, and supporting victims.

Leading through innovation and partnership

In October 2023, the PCC hosted a Cyber and Fraud Conference, attracting nearly 60 delegates. Presentations were delivered by local, regional, and national policing leads, focusing on trends and challenges affecting business crime in the digital age, to help equip businesses with the knowledge to prevent cyber-attacks.

In December 2023, the Commissioner supported a three-month facial recognition pilot in Southampton’s night-time economy. Door staff in Bedford Place were equipped with body-worn cameras using facial recognition technology to detect 65 known repeat offenders barred from city venues. The pilot was subject to regular review and evaluation in partnership with the OPCC, highlighting a proactive approach to crime prevention through technology.

That same month, the PCC became a member of the Hampshire Chamber of Commerce Board, further strengthening ties between the police, OPCC, and the local business community.

Targeting prolific offenders

The launch of Operation Stopall in January 2024 marked a new approach to tackling serial retail offenders. In collaboration with UK Partners Against Crime (UKPAC) and Southern Co-op, the initiative enabled private sector security teams to collate full

evidential packages before contacting the police, streamlining the path to prosecution. By early 2024, the process had already resulted in 143 charges from 158 reported offences by just eight prolific offenders, with a further 15 offences under investigation.

To build on the successful pilot, the Commissioner committed to funding the first year of a UKPAC platform pilot for 1,800 businesses, providing a year’s free access to the system. It is anticipated this will transition to a self-funded model in subsequent years, offering long-term sustainability.

Prevention through rehabilitation

In August 2024, the Business Crime Navigator Intervention (BCNI) in Portsmouth was evaluated following its implementation in partnership with Southern Co-op, Portsmouth City Council, and the Society of St James. The BCNI worked directly with repeat offenders to address the root causes of crime through therapeutic, trauma-informed support.

Evaluation highlights included:

- 60% of service users showed a reduction in offending;
- Enhanced trust and engagement with the criminal justice system;
- Increased awareness among offenders of the impact on retail workers and the community;
- Stakeholders praised the personalised approach and small caseload model.

Given its success, the PCC approved further funding to extend the project for six months from April to September 2025, with Southern Co-op funding the subsequent six months.

Building regional and cross-border networks

In October 2024, the PCC launched a new Hampshire and Isle of Wight Business Crime Partnership, hosted by John Lewis in Southampton. The event attracted representatives from over 25 organisations and included updates from the PCC, Hampshire & Isle of Wight Constabulary, the National Business Crime Centre, and UKPAC.

This was followed in November 2024 by the inaugural Cross-County OPCC Business Crime Network, which brought together OPCCs from Dorset, Surrey, Sussex, Thames Valley, and Wiltshire. Discussions included shared platforms, one-touch reporting, data quality, and proposals to establish a South East Business Crime Forum to tackle cross-border prolific offenders.

National recognition and impact on the ground

In December 2024, Hampshire & Isle of Wight Constabulary was recognised in a national report for leading the way in tackling retail crime. The Pegasus Partnership Initiative, cited as a best practice model, contributed to 93 arrests nationwide. Among them was a prolific shoplifter jailed for stealing over £24,000 worth of goods from Boots stores across Hampshire.

In January 2025, the PCC hosted three online training sessions aimed at raising business awareness of the Victim Care Hub. Feedback highlighted increased understanding of the Victims’ Code, the importance of post-incident support for staff, and appreciation of a supportive network for victims of business crime.

In February 2025, the PCC joined local officers and councillors in Southampton to view the work of the City Centre Policing Unit, which launched in November 2023. The unit focuses on tackling retail crime, drug dealing, and anti-social behaviour. Within six months, it had achieved 539 formal outcomes. Charge rates for retail crime across Southampton increased by 118% between May and September 2024.

The increase in focus on shoplifting and retail crime can be seen across the board.

Hampshire and Isle of Wight (October 2023 – March 2025)

	All business and retail crime	Shoplifting	Burglary business and community
Formal action taken (FAT)	8,725 (up 54.1% from 5,663)	7,983 (up 58.9% from 5,025)	418 (up 11.2% from 376)
FAT outcome rate	31.3% (up 8.5% from 22.8%)	35.5% (up 8.3% from 27.2%)	13.8% (up 3.4% from 10.4%)
Charged/ summonsed	7,224 (up 60.5% from 4,502)	6,699 (up 66.4% from 4,025)	347 (up 10.9% from 313)
Community resolution	1,301 (up 27.2% from 1,023)	1,145 (up 27.6% from 897)	41 (up 2.5% from 40)
Caution adults	140 (up 86.7% from 75)	95 (up 69.6% from 56)	14 (up 75% from 8)
Caution youths	49 (up 22.5% from 40)	36 (up 9.1% from 33)	13 (up 116.7% from 6)

Retailers surveyed by the British Retail Consortium voted Hampshire & Isle of Wight Constabulary the top-performing force in the country for retail crime response; a clear endorsement of the PCC’s sustained efforts to support communities and safeguard the local economy.

Rural Crime

Hampshire and the Isle of Wight is 75% rural, with thousands of residents and businesses relying on agriculture, land management, and rural industry. The PCC has continued to champion the needs of rural communities through targeted investment, partnership building, and a clear focus on making the region a hostile environment for rural offenders.

Community engagement and awareness raising

The Commissioner has proactively engaged with rural communities to understand local concerns and raise awareness of crime prevention resources. In November 2023, the PCC's office joined Hampshire & Isle of Wight Constabulary's Countrywatch team at the Yarn in a Barn event in Hurstbourne Tarrant. This event brought together farmers, landowners, and rural residents to discuss crime hotspots, DEFRA incentive schemes, and enforcement activity.

In January 2024, Basingstoke rural police officers held a community meeting in Brown Candover, where concerns around poaching and trespassing were discussed. Officers explained how new tools, including drones and thermal imaging technology, are being used to target offenders and improve response.

The National Rural Crime Unit also hosted its first national training week for officers and staff, focusing on the emotional, financial, and social harm caused by rural crime. Meanwhile, staff in the police control room have adopted the use of What3Words to improve response times in hard-to-reach rural areas.

Strategic investment and regional collaboration

To support data-driven decision-making, the Commissioner approved funding for a dedicated rural crime analyst in February 2024. This is helping to shape policing strategy and ensure effective deployment of resources.

The force also became a founding member of the South East Partnership Against Rural Crime (SEPARC) alongside Kent, Surrey, Sussex, and Thames Valley. This regional collaboration focuses on wildlife, environmental, heritage, and agricultural crimes.

Support, resources and crime prevention tools

Over summer 2024, the OPCC produced a new rural crime booklet to distribute at agricultural shows. The booklet offers crime prevention advice and details on tools such as the DISC reporting app.

The PCC also continued to champion the use of advanced tools, including mobile Automatic Number Plate Recognition (ANPR) cameras, thermal imaging, rural intelligence gathering, and named Local Bobbies for every community. The integration of DISC into the NICHE Record Management System is improving data sharing and operational efficiency.

Regional leadership and voice for rural victims

In October 2024, the PCC was named Vice-Chair of the National Rural Crime Network. During National Rural Crime Action Week, she reiterated the significant economic and emotional toll of rural crime and spotlighted the UK-wide threat posed by organised criminal networks.

The OPCC also hosted the first Cross-County OPCC Rural Crime Network in November 2024, bringing together six OPCCs to address issues such as plant machinery theft and cross-border offending. The second meeting, held in February 2025, built on these discussions and cemented commitments to regional collaboration.

That same month, the PCC met farmers at Pencroft Farm in Farnham to listen to local concerns, which she fed back to the Constabulary. The visit underscored her ongoing commitment to protect rural life by ensuring the tools, intelligence, and community policing support are in place to disrupt criminal operations and safeguard rural livelihoods.

The Commissioner's Rural Crime Survey conducted from March to May 2023 received 1,215 responses. Key themes from the free-text responses highlighted the need for increased police visibility, concerns over 101 performance, delays or absence of response in rural areas, and a poor understanding of rural crime by officers and call handlers. Respondents called for better communication and outcomes following rural crime reports. Practical improvements included faster and more engaged call handling, quicker in-person responses (especially for thefts), and more consistent handling of issues like fly-tipping and hare coursing. The Constabulary's Rural Crime Analyst noted recurring concerns around feelings of safety, confidence in police, visibility, understanding of rural issues, and community engagement.

In response to community concerns, the Commissioner applied pressure on policing to significantly increase its focus on rural communities. This section highlights the key initiatives and efforts undertaken to address rural crime and improve community engagement.

1. Co-ordinated hare coursing patrols:

- Conducted dynamic and planned responses to hare coursing incidents throughout the season.
- Involved gamekeepers and estate managers in planning and activities.
- Ensured post-event communication via social media.

2. Increased policing presence:

- Reintroduced the Dedicated Policing Team (DPT) at Bishop's Waltham.
- Implemented patrol plans in Basingstoke, Winchester, and Test Valley to prioritise rural patrols.

3. Ongoing training and education:

- Provided continuous training to rural policing teams to enhance service and understanding of rural crime trends.
- Focused on seasonal crime types such as hare coursing, fish poaching, and livestock attacks.
- Fish poaching training led to improved response and outcomes at incidents, resulting in 4 arrests and 18 Community Resolutions from March to May 2025 compared to no outcomes in the same period in 2024.

4. Enhanced communication:

- Increased DISC membership from 601 in May 2023 to 942 members, boosting alerts and news dissemination to rural businesses.

5. Mounted Rural Patrol volunteers:

- Expanded the number of volunteers patrolling on horseback to 18, with ongoing recruitment to further increase this number.
- Provided visible reassurance and a policing presence across rural Hampshire.

6. Improved 101 performance:

- Enhanced resourcing within contact management reduced average response time from 13 minutes in May 2023 to 1 minute 30 seconds in May 2025.

7. Contact Management training:

- Delivered a training package in Spring 2024 to upskill and increase knowledge of rural crime and affairs within contact management.

8. Improved Grade 1 response times:

- Increased the percentage of Grade 1 responses within SLA in rural districts, with Hart district improving from 43.2% in May 2023 to 61.8% in May 2025, New Forest District from 51.1% to 58.6%, and Test Valley from 55.3% to 64.5%.⁴

Future task force ambition

To demonstrate the Commissioner's commitment to listening to the public's voice, in March 2024 the PCC pledged to introduce a new Rural Crime Task Force. At the start of the Commissioner's second term, the PCC found that nearly half of those who responded to the Commissioner's Police and Crime Plan consultation called for rural crime to be made a policing priority. The Commissioner is continuing to work with the force to create a team of police officers dedicated to tackling countryside crime.



Road Safety

Throughout the reporting period, the Commissioner has reaffirmed road safety as a priority area, in response to community concerns and clear consultation findings. Enforcement activity, particularly around illegal vehicles, speeding and anti-social driving, has been a cornerstone of this work.

Investing in technology for safer roads

Supporting innovation and rural visibility, the Commissioner funded two new mobile ANPR (Automatic Number Plate Recognition) projects in January 2024 under her Rural Crime Emerging Needs Fund. One initiative replaced outdated cameras in the New Forest, while the other provided six re-deployable ANPR cameras and in-car systems to the Country Watch team. These resources were directed at known rural crime hotspots and are used to identify suspect vehicles and aid faster investigations.

In November 2023, the PCC also approved £2,000 from her Anti-Social Behaviour (ASB) Fund for Waterlooville Community Speedwatch to replace a vital Speed Indication Device (SID), improving public confidence and driver behaviour in local hotspots.

Collaborative leadership across counties

The Commissioner's regional leadership has further amplified impact through the formation of the Cross-County OPCC Road Safety Network, which held its first meeting in November 2024. With representation from five neighbouring police and crime areas (Dorset, Surrey, Sussex, Thames Valley, and Wiltshire), the network shared best practice on enforcement, motorbike safety, education campaigns, and data tools.

Reducing anti-social and criminal use of vehicles

A key initiative to increase road safety has been Operation Crush, a campaign to remove dangerous, unregistered, and often criminally-linked e-scooters and e-motorbikes from Hampshire and the Isle of Wight's roads. To strengthen this enforcement, the Commissioner signed a new contract that enabled the Constabulary to increase its use of vehicle seizure and destruction powers. The contract formalised procedures for the removal, storage, and destruction of e-scooters and e-bikes, making enforcement faster and more cost-effective. The Commissioner emphasised that many of these vehicles are used in serious criminal activity. More than 50 e-scooters and 26 e-bikes were seized under Operation Crush in 2024, with a significant number linked to repeat offenders and violent incidents.

This strategic investment aligns with strong public backing: 55% of consultation respondents supported tougher enforcement on illegal e-scooter use. The Commissioner has highlighted the dual benefit of Operation Crush, not only removing dangerous vehicles but also disrupting wider criminal networks.

Tackling the anti-social and criminal use of vehicles doesn't stop there. During a visit to the Eastern Roads Policing Unit in early 2025, the Commissioner observed officers in action as part of Operation Chromium, which targets dangerous driving and illegal car meets. One vehicle was seized on the day for significant unlawful modifications. This operation reflected the force's commitment to tackling high-risk road behaviours that jeopardise public safety.

Campaigning for safer behaviour

Alongside enforcement, the Commissioner has maintained a strong public engagement and communications strategy to influence road user behaviour. In December 2023, her annual Christmas message included a direct appeal to motorists to avoid drink and drug driving during the festive season, supporting national and local policing efforts to reduce harm on the roads.

In December 2024, the Commissioner issued a public warning on the dangers and illegality of e-scooters. Urging parents not to purchase them as Christmas presents, she emphasised their link to injuries, anti-social behaviour, and crime, and reminded the public that their use on roads and pavements remains unlawful without insurance, which is currently unavailable.

Scrutiny and accountability

The Commissioner continues to monitor force performance on road safety through formal channels. In January 2025, she met with senior Roads Policing Unit officers to discuss insights from the Road Safety Thematic Scrutiny, ensuring her oversight role translates directly into improved practice and stronger outcomes for communities.



Serious Violence

Tackling serious violence has remained a cornerstone of the Police and Crime Commissioner's (PCC) commitment to public safety in Hampshire and on the Isle of Wight. Progress in this area has been made through a blend of targeted enforcement, early intervention, data-led strategy, and community-led prevention initiatives, all underpinned by a strong and evolving Violence Reduction Partnership (VRP).

A zero-tolerance approach to knife crime

The PCC continues to take a strong stance against knife crime, recognising it as one of the most pressing public safety concerns. In 2024, Hampshire and the Isle of Wight recorded a 19% reduction in knife crime, one of the largest decreases in the country. This milestone is a testament to strategic partnerships, community education, and investment in early intervention.

- Operation Sceptre, the national knife crime awareness campaign, delivered significant results. In May 2024, 281 knives were seized and 7 arrests made. In November 2024, the campaign intensified, resulting in 338 knives recovered and 20 arrests.
- Over 550 knives were voluntarily surrendered by members of the public during an earlier phase of the operation in 2023.
- The installation of three permanent knife surrender bins in Southampton, supported by Southampton City Council provided further opportunities for safe disposal. Since June 2024, 60 knives have been surrendered anonymously.

Early intervention and prevention

The Commissioner has made strategic investments to prevent young people from being drawn into serious violence:

- The RESET programme, aimed at 18–25-year-olds in custody, continues to support at-risk individuals. Over 600 referrals have been made, with nearly 60% accepting help post-custody. Delivered by the Society of St James, the programme received 1,306 referrals, with 759 accepted. Of these, 701 individuals received a completion type: 449 had unsuccessful completions due to lack of contact, 158 had positive engagements without completing the intervention, and 94 successfully completed the programme. These results highlight the programme's effectiveness in engaging young people and supporting their rehabilitation. The programme was extended with £87,500 funding to continue delivery into 2025.
- The Get Into Construction programme, commissioned in partnership with The King's Trust, offers high-risk young men training, qualifications, and mentoring to support access to employment and break the cycle of violence. Out of the 21 young men engaged in the course designed to help them live crime-free lives, 86% (18 individuals) showed positive engagement, with 62% (13 individuals) receiving regular tutoring or mentoring through the Youth Justice Service (YJS) or Key Team (KT). Additionally, 19% (4 individuals) pursued formal education. Despite these successes, 4 participants (19%) disengaged from the program. These results highlight the course's overall effectiveness in positively impacting the majority of participants, with a

significant number benefiting from ongoing educational and mentoring support.

- The Choices programme, aims to develop decision-making skills among Year 6 and 7 pupils and their teachers, focusing on the risks and impact of knife crime, exploitation, and other violence. Delivered by Artswork and Bearface Theatre, the programme utilised creative approaches such as drama-based learning, Forum Theatre workshops, and training sessions for school staff. It successfully engaged 3,543 Year 6 students across 230 sessions and 3,284 Year 7 students across 226 sessions. Additionally, 31 sessions for school staff involved 445 members, enhancing their ability to support ongoing learning and healthy decision-making. The programme reached 97 schools, including 10 in serious violence hotspot areas and 19 identified as target schools. Teachers rated the training highly, with an average score of 4.57/5, and 71.7% of students reported increased confidence in making positive choices.
- The Police and Crime Commissioner leased an unused police building to Waterlooville Boxing Club, to provide a safe space for young people to learn new skills and get involved in sport. The club, which has been running for over 50 years, has recently doubled its membership to approximately 125 individuals weekly, primarily aged 15-19. The lease enabled the club to revitalise the space and support young people while teaching discipline and providing a sense of community, helping young people stay out of trouble.

The PCC also allocated over £330,000 to 18 local organisations through the Violence Reduction Fund, targeting projects that support young people away from crime.

Violence Reduction Unit (VRU)

The Hampshire and Isle of Wight Violence Reduction Unit (VRU) continues to evolve as a national exemplar of strategic, partnership-led violence prevention. Built around the principles of a public health approach, the VRU has driven structural change, data innovation, and targeted intervention for 14 – 25 year olds.

Strategy and governance

In January 2024, the VRU hosted the launch of the VRP Response Strategy, attended by over 100 senior leaders from across the region. The strategy focuses on:

- Multi-agency and systems change
- Data and analysis
- Engagement and communications
- Interventions, evaluation, and opportunities

The VRP Board oversees five sub-groups covering tactical response, engagement, communications, data, and intervention. Each group operates under published terms of reference and performance frameworks, all available on the [VRP website](#).

Community engagement

- The Youth PACT (Partners and Communities Together) launched successfully with a pilot at Oasis Academy Sholing, involving the School Parliament, police, youth services, and the fire service to co-produce safety initiatives.
- Working in Millbrook and Thornhill (Southampton) offered alternatives to anti-social behaviour during Halloween and created positive community activities in historically high-crime areas.
- Community voices have informed the strategic direction of the VRP. Around 300 responses to the Knife Crime Survey have shaped the Strategic Needs Assessment (SNA), complemented by the launch of the VRP Participation Pack and monthly newsletters.

Data and innovation

The VRU is at the forefront of data-led violence prevention through the Hampshire and Isle of Wight Together (HIOWT) platform. Developed in partnership with Hampshire County Council and Thames Valley Police:

- HIOWT will provide secure, real-time data sharing between partners.
- Police ICT work is complete, and testing with live data is underway.
- A full operational launch is targeted for April 2025.
- A Memorandum of Understanding (MOU) and tailored access for partner agencies are in place.

The VRU is also finalising access to education data, including attendance and exclusions, to improve early identification of risk.

Looking ahead

The Commissioner's office will continue to embed the Serious Violence Duty across all statutory partners, deliver impactful communications campaigns, and scale up proven interventions. The Strategic Partnership Day, hosted by the PCC, remains a key mechanism for aligning efforts across homicide prevention, domestic abuse, substance use, and serious violence.



Anti-Social Behaviour

The PCC continued to make significant strides in addressing anti-social behaviour (ASB), reinforcing her commitment to safer communities through targeted investments, local partnerships, and innovative interventions.

Strategic investments and local impact

The PCC has allocated substantial funding to tackle ASB at both strategic and grassroots levels. Notably, in March 2024, the Commissioner provided a £500,000 funding boost for local authorities, the police force, Community Safety Partnerships, and community groups to develop joint solutions to recurring ASB issues.

This builds on earlier investments, including £97,000 for electric bikes and £30,000 in CCTV infrastructure in November 2023, enabling a more agile and visible response in hotspot areas.

High-impact local initiatives

In August 2024, the PCC visited Gang Warily in the New Forest to assess the results of the ASB Task Force investment following a successful bid by Fawley Parish Council. The visit highlighted positive outcomes stemming from coordinated engagement with youth services, police, fire services, and community leaders.

The Commissioner also spotlighted the Millbrook estate in Southampton during Halloween 2024, where a collaborative effort with the VRU, residents, and local partners has proven highly effective. ASB incidents fell from 12 in 2021 to just one in both 2022 and 2023, demonstrating the impact of community-driven preventative measures.

ASB Awareness Week 2024

During ASB Awareness Week (18–24 November 2024), the Commissioner underscored her commitment with a total £1.25 million investment into tackling ASB. This includes:

- **£500,000** from the PCC's dedicated ASB Fund
- **£750,000** in Home Office grant funding for specialist ASB community wardens

The wardens have been deployed into hotspots, delivering visible patrols, engaging communities, and providing early intervention to deter further disruption.

Case study

In December 2024, the PCC visited Havant, meeting with Cllr Phil Munday and local traders. The town had been awarded £75,000 for ASB community wardens. The newly appointed ASB officer has already completed over 100 patrols, effectively addressing shoplifting, street-level disruption, and public safety concerns. This initiative underscores the importance of local knowledge and proactive engagement in reducing low-level crime and nuisance behaviour.

Championing victims and restorative justice

In November 2023, the PCC marked Restorative Justice Week with a showcase event reaffirming her role as a voice for victims. The event highlighted how restorative approaches can support victims and reduce reoffending; critical elements of the wider strategy to tackle the root causes of ASB.

Long-term impact and crime trends

Since the PCC took office, the results of the coordinated efforts have been compelling. Recorded ASB incidents have more than halved over the four-year period:

- **2020–2021:** 37,325 incidents
- **2021–2022:** 29,201 incidents
- **2022–2023:** 22,418 incidents
- **2023–2024:** 18,153 incidents

This **51% reduction** reflects the sustained success of the PCC's strategic focus on prevention, visibility, and community empowerment.

With over **£1.25 million invested** in 2024 alone, the PCC's approach continues to prioritise early intervention, visibility, and localised responses. Ongoing evaluation, community engagement, and data-driven decision-making will remain central to delivering further reductions in ASB across Hampshire and the Isle of Wight.





Strategic Policing Requirement

The Police and Crime Commissioner (PCC) for Hampshire and the Isle of Wight has embedded the Strategic Policing Requirement into the delivery of local policing priorities, with a sustained focus on tackling the threats set by the government.

Violence Against Women and Girls

Terrorism

Serious and Organised Crime

National Cyber-Security Incidents

Threats to Public Order or to Public Safety

Civil Emergencies

Child Sexual Abuse

The Commissioner holds the Chief Constable to account for the Strategic Policing Requirement through a governance framework and briefings to the Police and Crime Panel.

The Strategic Policing Requirement (SPR) was first issued in July 2012, in accordance with section 77 of the Police Reform and Social Responsibility Act 2011.

Under the Police Reform and Social Responsibility Act 2011, the PCC is required to provide an annual assurance statement to outline how the SPR has influenced their setting of the strategic direction and objectives for the force. The statement is sent to the Policing Minister, which informs discussions about the SPR at the Strategic Change Investment Board (SCIB) under the National Policing Board.

Violence Against Women and Girls

Throughout 2023–2025, the PCC has demonstrated clear leadership in embedding the Strategic Policing Requirement into the local approach to tackling Violence Against Women and Girls. Through investment in training, innovation in victim services, robust governance, and national influence, Hampshire and the Isle of Wight has developed a comprehensive, trauma-informed, and partnership-driven response. These efforts ensure that national policing capabilities in public protection are realised locally in ways that make a tangible difference to victims, communities, and the legitimacy of policing itself.

Training and workforce development

A key aspect of the PCC's delivery against the SPR is ensuring the Constabulary has a trained, capable, and responsive workforce. In October 2023, the PCC supported the rollout of specialist trauma-informed training delivered by charity Yellow Door, reaching approximately 100 delegates across various operational areas. This included training for Contact Management teams, PCSOs, Police Education Qualifications Framework (PEQF) officers, Police Staff Investigators (PSIs), and Public Protection Unit personnel. The content covered a wide range of public protection topics, including domestic abuse (DA), stalking, child sexual exploitation (CSE), honour-based violence (HBV), and female genital mutilation (FGM). Such broad dissemination of specialist knowledge has ensured that frontline and specialist staff are better equipped to identify risk, understand trauma responses, and support victims sensitively.

The delivery of the new PIP1 Sexual Offences training, now embedded within the policing curriculum, alongside year-two Sexual Offences Masterclasses for Policing Plus students, demonstrates the Constabulary's commitment to improving investigative competence. Further, the Rape and Serious Sexual Offence (RASSO) Investigators Development Programme (RISDP),

delivered to 442 officers (134 of whom have completed it), illustrates the scale and ambition of professional development efforts. Even among those who have not completed the full programme, key modules have still provided valuable learning on offender behaviour and early evidence capture. This reinforces the SPR's emphasis on capacity building for serious and complex crime investigation.

The long-term commitment to the Domestic Abuse Matters cultural change programme, which has trained 5,774 officers and staff since 2018, continues to have a significant impact. This programme has been essential to embedding an organisational culture that prioritises victim safety and effective response. In addition, the presence of 626 trained Domestic Abuse Champions has provided ongoing peer-to-peer support and expertise within operational teams, supporting continuous improvement and a sustainable model for culture change.

Strategic governance and partnership

The Domestic Homicide Review (DHR) work led by the OPCC in 2024 has helped strengthen governance and learning. A comprehensive review was conducted of all local DHRs since they were legislated in 2011. This involved thematic analysis, the review of the Home Office DHR library, and interviews with 55 professionals across 33 organisations. The findings have highlighted systemic challenges, such as resourcing and sharing of learning, and have informed the work of the Homicide Prevention Board. This approach aligns directly with the SPR's emphasis on learning, continuous improvement, and the need for coordinated responses to serious harm.

Innovation and victim services

The PCC's role in commissioning services that enhance victim support and early intervention has remained vital to delivering SPR-aligned

public protection outcomes. The Stalking Advocacy Support Service (SASS), funded by the PCC and launched in 2023, marked its one-year milestone in August 2024. In that time, the service engaged with 224 victims, with an impressive 88% completion rate among those who engaged. The service offers specialist support that builds victim trust and contributes to early risk identification and harm reduction.

The relaunch of the Multi-Agency Stalking Partnership (MASP) in 2023, following a successful Home Office funding bid, added further depth to local capabilities. By bringing together police, probation, psychologists, healthcare professionals and advocates, the MASP has helped drive early intervention and manage risk more effectively. In November 2024, the partnership was recognised with a national award from The Alice Ruggles Trust and was cited in a national super-complaint as an example of best practice. The MASP reviewed over 890 stalking cases and provided both victim support and perpetrator-focused psychological interventions. This represents a significant step forward in policing's ability to respond to stalking, which is a key contributor to high-harm offending.

Public engagement and crime prevention campaigns

As part of the Commissioner's preventative agenda, several public-facing campaigns were delivered to tackle violence and promote community safety. In October 2024, the PCC supported YOUTrust's efforts to raise awareness of safe accommodation needs for those at risk of violence. In December 2024, a Southampton-based campaign funded by the PCC aimed to improve student awareness of licensed taxi services to ensure safe travel in the night-time economy. These initiatives aim to reduce vulnerability in public spaces and contribute to the SPR's aims around safer communities.

The PCC hosted the first Hampshire and Isle of Wight Stalking Conference in February 2025. Attended by over 100 professionals, the event brought together policing, probation, prison, healthcare and victim services to

discuss good practice, hear from survivors, and share learning. Feedback indicated high levels of satisfaction, with 99% of delegates expressing interest in attending future events. The conference helped build local capacity and national connectivity, demonstrating leadership in the development of specialist capabilities.

The Commissioner launched the Safer Together Hampshire digital hub in November 2024 in partnership with Portsmouth City Council. The website provides advice and resources on sexual violence, harassment, and abuse. It also supports people concerned about their own behaviour and offers tools for educators. This aligns with the SPR's focus on public confidence and community resilience by ensuring victims and potential offenders alike can access locally funded support.

Policy influence and national alignment

As a member of the Victims' Commissioner's Advisory Board, the PCC has continued to influence the national agenda and ensure alignment with the Victims and Prisoners Act 2024. This legislation aims to elevate the rights of victims and improve their experience of the criminal justice system. The PCC has supported the implementation of the Victims' Code locally, reinforcing her commitment to a victim-centred system that reflects national priorities.

The PCC has also played a key role in addressing police-perpetrated domestic abuse. Hampshire & Isle of Wight Constabulary was cited for good practice in response to a super-complaint about this issue. A revisit of the DA Matters training is underway, delivered by SafeLives, to ensure continued improvement in policing's cultural and operational response.

Training has also been updated to include growing awareness of suicide following domestic abuse. This has been embedded in the police's sudden death investigations module, highlighting the link between trauma, coercive control and self-harm. These developments show the PCC's proactive leadership in adapting to emerging risks and improving investigative standards.

Countering Terrorism

The Strategic Policing Requirement (SPR) identifies terrorism as one of the most serious national threats facing the UK, requiring coordinated and consistent action across police forces. Terrorism is defined as the use or threat of serious violence, significant harm, or disruption, particularly with the intent to influence government, intimidate the public, or promote political, religious, racial or ideological causes.

In November 2024, the PCC collaborated with Portsmouth City Council to enhance public safety by investing in Guardian Response and Incident Packs (GRIP) for seven key venues across the city. These packs, designed to improve readiness and response during major incidents, were distributed to high-footfall public spaces. The initiative supports new legislation known as Martyn's Law, named in memory of Martyn Hett, a victim of the Manchester Arena bombing. The Act mandates enhanced security and preparedness measures at publicly accessible locations. The PCC's decision to fund and deploy these GRIP packs demonstrates foresight and leadership in operationalising the principles behind Martyn's Law before it received Royal assent on 3 April 2025, thereby contributing directly to the SPR objective of enhancing protective security in public places.

On an operational level, Hampshire & Isle of Wight Constabulary has maintained full engagement with the government's CONTEST strategy, specifically under the PREVENT strand. PREVENT focuses on early intervention to divert individuals from radicalisation and domestic extremism, addressing both those at risk of being drawn into terrorism and those who may pose a threat to others. Local policing teams remain at the forefront of identifying concerning behaviours and sharing information with partners to ensure an informed and proportionate response.

The PCC has supported this collaborative approach by ensuring the Constabulary plays an active leadership role in local and internal governance structures. Four Local Authority-based PREVENT Boards continue to benefit from Police Superintendent-level representation, while the force also chairs an internal PREVENT Board that drives organisational learning and inter-agency coordination. This structure ensures that emerging trends, such as those highlighted in the national Prevent Learning Review (PLR), are rapidly disseminated and incorporated into local operational practice. One such example followed the PLR's findings on the tragic Southport murders. In response, in January 2025, Police District Commanders were briefed on the lessons identified in the report, with a particular emphasis on ensuring that potentially dangerous individuals are appropriately managed, even when their behaviour does not meet the formal threshold for PREVENT intervention. This action exemplifies how the PCC and police leadership translate national learning into local risk mitigation.

Local community engagement remains a cornerstone of effective counter-terrorism efforts. The PCC continues to support the training and empowerment of Local Bobbies, who are equipped with PREVENT awareness and able to engage with partners and communities on issues of harm, risk, and vulnerability.

Finally, ongoing investment in Continuing Professional Development (CPD) ensures that frontline officers and police staff remain equipped to identify evolving threats. Through tailored CPD products, the constabulary continues to build specialist knowledge and embed counter-terrorism awareness into routine policing functions.



Serious and Organised Crime

The Strategic Policing Requirement (SPR) identifies serious and organised crime (SOC) as one of the most complex and enduring threats to national security, public safety, and economic wellbeing. The SPR simplifies the national threat landscape into three core themes: Drugs, Fraud, and Organised Immigration Crime (OIC). The Commissioner has led a coordinated and innovative response to these challenges, integrating enforcement, prevention, and partnership working to reduce harm and build long-term community resilience.

Tackling County Lines and the drugs threat

A significant strand of the response to SOC locally has been the force's continued disruption of County Lines activity. County Lines operations typically involve the exploitation of vulnerable children and adults who are coerced into transporting and selling drugs across county boundaries. During County Lines Intensification Week in November 2024, Hampshire & Isle of Wight Constabulary achieved notable operational success. Fourteen criminal networks were dismantled, 94 suspects were arrested, and £300,000 worth of drugs were removed from circulation. Officers also recovered £134,000 in cash and seized over 30 weapons and 170 digital devices.

The PCC publicly praised the professionalism and impact of the force's work, reflecting her continued commitment to visible and results-driven policing. These efforts directly support the SPR's objective of disrupting high-harm criminal networks and demonstrate the capacity of local policing to deliver on national strategic outcomes.

Rehabilitation and reducing reoffending

In August 2024, the PCC opened a fourth Integrated Offender Management (IOM) House in Basingstoke, adding to existing facilities in Gosport, Portsmouth, and Southampton. These houses provide stable accommodation and wraparound support to individuals leaving prison who are at risk of homelessness and substance dependency; two key vulnerabilities linked to reoffending and exploitation by organised crime groups.

Delivered in partnership with the Society of St James and the probation service, the initiative forms part of a wider strategy to break the cycle of criminality and improve life outcomes for those most at risk. This approach is directly aligned with the Government's "Clear, Hold, Build" tactic, emphasising long-term resilience over short-term enforcement.

Embedding 'Clear, Hold, Build' in local communities

The 'Clear, Hold, Build' model, a Home Office-endorsed tactical framework for dismantling organised crime, has been successfully embedded in Gosport under the PCC's leadership. The approach was showcased at the #NotInOurTown stakeholder event in October 2024, where police, partners, and community leaders reaffirmed their joint commitment to tackling SOC.

This model first seeks to 'clear' criminal networks through targeted enforcement, then 'hold' the area by stabilising conditions using neighbourhood policing and partnership services, before working to 'build' community confidence and long-term resilience. The

PCC provided £150,000 towards the rehabilitation of 15 high intensity drug and alcohol users who held links to drug supply lines and were responsible for more than 250 crimes across 2023 and 2024. The treatment aims to prevent further criminal activity and improving the quality of life – for the users and for Gosport too.

Two of the users, who are now receiving support and treatment, have spoken of the positive impact rehab has had on them already:

"My experience has been a good experience. I feel that everyone in this group wants to help us users get into rehab. The workers are supportive and understanding. I feel so much more positive doing these groups as I feel hopeful about the future knowing there are things that can help me with my issues. I am grateful for the opportunity".

"These rehab groups have been some of the best groups I have done. I was really helped to get ready for rehab. I have learnt things that will help me while going through and completing. I have given up using crack since starting these groups. I can recommend these groups. I hope these groups and the rehab funding carries on as they are really needed. This rehab team has helped me loads".

The Constabulary made significant progress as part of the operation, executing 15 warrants and making 64 arrests, to help tackle the flow of drugs from Organised Crime Groups and the impact of Serious Organised Crime on the town - seeing a 63% drop in anti-social behaviour in the area.

Partnership coordination and strategic leadership

The delivery of a whole-system response to SOC has been significantly enhanced by the work of the Serious Organised Crime Partnership and Community Coordinator. This senior leadership role has been critical in ensuring alignment between policing operations, public sector partners, and community stakeholders. The Coordinator supports District Commanders, Senior Investigating Officers and local teams to identify and manage SOC threats through a unified approach.

This coordination extends to the force's internal planning processes as well as external interventions such as housing, substance use treatment, and community safety, ensuring that all responses are integrated and effective. The Coordinator also supports knowledge transfer, performance review, and strategic planning aligned with SPR expectations.

Regional collaboration

Hampshire & Isle of Wight Constabulary continues to benefit from regional support provided by the South East Regional Organised Crime Unit (SEROCU), which is one of nine such ROCUs across the UK. Between April 2024 and March 2025, SEROCU supported 155 operations across Hampshire and the Isle of Wight - an 11% increase from the previous year.

The operations primarily targeted the most serious and harmful offenders, including drug trafficking networks, non-national control strategy cases, and incidents of child sexual abuse. SEROCU's contribution brings specialist capabilities such as covert surveillance, cybercrime investigation, and asset recovery into the police's overall response. The PCC has welcomed the unit's continued partnership and its strategic importance in delivering consistent disruption outcomes across the region.

Modern slavery

The Office of the Police and Crime Commissioner leads the Modern Slavery Partnership. The partnership works together to combat modern slavery by raising awareness, identifying and supporting victims of slavery and trafficking, and relentlessly pursuing and disrupting those committing slavery offences.

On Anti-Slavery Day (18 October 2024), the PCC worked with the Hampshire and Isle of Wight Modern Slavery Partnership to raise awareness of modern slavery through a targeted social media campaign. This initiative aimed to highlight that modern slavery is a live and growing threat within communities, often hidden in plain sight.

By empowering the public to spot the signs and report concerns, the campaign supported the SPR's call for proactive, intelligence-led responses to human trafficking and exploitation. It also reinforced the need for community vigilance and local reporting in tackling crimes that are often invisible to traditional policing methods.

Economic Crime: fraud and cybercrime prevention

Economic threats such as fraud and cybercrime continue to grow in scale and impact, and the PCC has invested in both business-facing and youth-facing prevention initiatives. In October 2023, the PCC convened a Cybersecurity and Fraud Summit, bringing together business leaders from across Hampshire and the Isle of Wight to share best practices and develop local resilience against digital threats.

This was followed by the launch of the 'Stay Ahead of Cybercrime' online resource during International Fraud Awareness Week in November 2024. In her Police and Crime Plan, the PCC pledged to offer free website security assessments to any business or charity in the region that falls victim to a cyberattack. Funding of up to £22,869 was committed to this service for the period 1 April 2025 to 30 April 2028, providing practical, expert-led advice to mitigate risk and strengthen digital defences.

Cyber Ambassador Scheme

One of the most innovative local responses to online harm has been the continued expansion of the Cyber Ambassador Scheme, designed by young people in the Youth Commission to educate their peers on how to stay safe online. The scheme has three core aims: equipping students with skills to support others online; building digital resilience across communities; and creating a network of schools committed to online safety.

By March 2025, a total of 469 students across 37 schools had been trained as Cyber Ambassadors. To support scalability, a new 'train the trainer' model was introduced, allowing teachers to deliver the content themselves with ongoing support and resources from the OPCC. Resources such as badges, certificates, videos, and teaching aids were distributed widely. The initiative has gained national recognition, inspiring the National Cyber Security Centre to develop its own version of the model through the CyberFirst student leader scheme. The success of the Cyber Ambassador Scheme represents a powerful example of how local innovation can influence national practice and support SPR priorities around safeguarding vulnerable individuals, particularly children, from cyber-enabled exploitation.



National Cyber Incidents

A National Cyber Incident is defined as a cyberattack that targets any of the thirteen sectors within the United Kingdom's Critical National Infrastructure (CNI). These sectors include:

- Chemicals
- Civil Nuclear
- Communications
- Defence
- Emergency Services
- Energy
- Finance
- Food
- Government
- Health
- Space
- Transport
- Water

Such incidents may threaten public safety, national security, or economic stability. The National Cyber Security Centre (NCSC) is the UK's lead technical authority in managing the response to major cyber incidents, providing coordinated incident management, specialist advice, and national-level oversight.

Local preparedness

Within Hampshire and the Isle of Wight, the Commissioner plays a critical role in ensuring that cyber preparedness and incident response capabilities are in place, robust, and continually reviewed.

The following local governance arrangements are in place:

- **Collaborated governance model with Thames Valley Police:** Hampshire & Isle of Wight Constabulary operates a joint cyber preparedness governance structure with Thames Valley Police. This collaboration enhances regional coordination, promotes consistent operational standards, and enables

shared learning and resilience planning across force areas.

- **Oversight of the Chief Constable's responsibilities:** The PCC holds the Chief Constable to account across several key areas of cyber incident preparedness.
- **Performance of Regional Cyber Units:** Oversight of the South East Regional Organised Crime Unit (SEROUCU), which provides specialist cybercrime capabilities across Hampshire and the wider South East region.
- **Maintenance of public order and major incident readiness:** Ensuring the Chief Constable maintains the necessary capabilities, resources, and training to respond to both cyber and major physical incidents, including business continuity planning and post-incident recovery.
- **Contingency planning for public order and mutual aid:** Confirming that robust contingency plans are in place to manage public order and civil contingencies locally, as well as contribute to national mobilisation efforts when required.

These governance mechanisms reflect the expectations of the Strategic Policing Requirement (SPR), which mandates that Police and Crime Commissioners and Chief Constables ensure their forces are prepared to respond to national threats, including those posed by cyberattacks on critical infrastructure.

Through collaborative working, strategic oversight, and ongoing investment in capability development, the region remains committed to preventing and responding to cyber threats that could impact local communities or the national interest.



Child Sexual Abuse

Child Sexual Abuse (CSA) refers to the act of pressuring, persuading, or coercing a child or young person into engaging in sexual activities. These acts can occur both online and offline, often without the use of overt violence, and in many cases, the child may not fully comprehend the abusive nature of what is happening to them. Grooming is a common tactic employed by offenders, wherein children are manipulated over time often using digital platforms before the abuse takes place. Many victims only recognise the exploitation they have endured much later in life.

The Strategic Policing Requirement (SPR) identifies CSA as one of the most serious threats to public safety and national wellbeing. The nature of these crimes, their complexity, and their long-term impact on victims demand a well-resourced, trauma-informed, and multi-agency response at both local and national levels.

Supporting victims to cope and recover

In October 2023 the Commissioner committed up to £4,794,482 over five and a half years to support victims of sexual violence through the TESSA service. This includes the Frankie Worker Service for children and young people, and the all-age Sexual Crime Therapeutic Service. The investment provides consistent, flexible, and accessible support, including one-to-one counselling, play therapy, helpline services, and group activities for all ages. The initiative is backed by partnership funding from NHS England, Integrated Care Boards, and Hampshire County Council.

Between October 2023 and March 2025 there have been 3,695 referrals into the TESSA service:

548 for the Frankie Worker Service (Hampshire-wide)
718 for Central/North Hampshire
1,792 for South West Hampshire
421 for South East Hampshire
216 for the Isle of Wight

22.9% of referrals (846) were for support for a recent (within a year) rape or sexual assault
38.5% of referrals (1,424) were for support for a non-recent rape or sexual assault
8.34% of referrals (308) were for support for both recent and non-recent
39.9% of referrals (1,476) were for support for child sexual abuse

Multi-agency awareness and prevention campaigns

In July 2024, Hampshire and the Isle of Wight launched a multi-agency campaign titled 'Is your child safe?' timed to coincide with the school summer holiday; a high-risk period for child exploitation. The initiative aimed to equip parents, guardians, and caregivers with the knowledge to recognise subtle indicators of criminal or sexual harm. The campaign was jointly delivered by Hampshire County Council, Isle of Wight Council, Southampton City Council, Portsmouth City Council, Hampshire & Isle of Wight Constabulary, and the Violence Reduction Unit (VRU), reflecting a whole-system approach to safeguarding children from exploitation and abuse.

National influence and victim advocacy

In January 2025, the Police and Crime Commissioner publicly addressed the government's decision not to proceed with a national public inquiry into grooming gangs. Through a series of national broadcast interviews, the Commissioner advocated for a full inquiry, stressing the importance of understanding offender typologies and interconnectivity in these cases. She highlighted the need for assurance among victims and communities that authorities are treating these crimes with the gravity they demand, and are committed to future safeguarding and accountability.

This proactive engagement with national discourse underscores the Commissioner's role in championing victims' voices, influencing national policy, and calling for structural improvements to how complex CSA cases are handled.

Governance through the SOTERIA Programme

Hampshire and Isle of Wight's engagement with the national SOTERIA transformation programme reflects a commitment to improving outcomes in the investigation and prosecution of rape and serious sexual offences (RASSO), many of which involve child victims. The local SOTERIA Governance Board includes representatives from the Office of the Police and Crime Commissioner (OPCC), six thematic 'pillar' leads, the RASSO Gatekeeper (the police's Amberstone team), Crime Skills Unit, and Corporate Communications.

The Board provides a structured forum for:

- Monitoring risks, barriers, and delivery challenges
- Reviewing transformation plans and self-assessments

- Tracking progress through highlight reports and RAG-rated action logs
- Horizon scanning against six key pillars: Investigation, Prevention, Procedural Justice, Learning and Welfare, Data and Performance, and Digital Capability

This governance structure not only drives local performance but also feeds into national learning, ensuring Hampshire and Isle of Wight remains aligned with Home Office expectations for continuous improvement in tackling CSA and RASSO.

Tactical support and capability enhancement via SEROCU

Recent operational developments indicate that the South East Regional Organised Crime Unit (SEROCU) is expanding its contribution to CSA-related investigations. The regional 'Gateway' mechanism has become more proactive, enabling SEROCU to identify cases outside the traditional Serious Organised Crime (SOC) master list. This allows the unit to provide specialist capabilities earlier in the investigative process.

Furthermore, SEROCU is reviewing more CSA cases through the lens of their broader toolkit, identifying where other capabilities, such as digital forensics, covert tactics, or financial investigation, could enhance the force's response. One area likely to yield operational improvements is the application of MoRiLE (Management of Risk in Law Enforcement) scoring to CSA investigations, enabling better prioritisation and threat management based on harm.

With the Commissioner's oversight, the force is taking a comprehensive and victim-centred approach to tackling one of the most complex and damaging categories of crime. Continuous improvements in investigative capability and multi-agency coordination ensure the threat is addressed effectively, and in line with national strategic priorities.

Public Disorder

Public disorder events, particularly those that require sustained or large-scale policing responses, are classified as national threats under the SPR due to their potential to overwhelm local resources and necessitate coordinated regional or national support.

Forms of public disorder include rioting, vandalism, arson, looting, and violent confrontations, which can escalate rapidly and pose significant threats to people, property, and democratic institutions.

Joint Operations Unit

Within Hampshire & Isle of Wight Constabulary, responsibility for public order preparedness is managed through the Joint Operations Unit (JOU) in collaboration with Thames Valley Police. This structure aligns directly with the National Mobilisation Plan for Public Order Public Safety (POPS) operations.

Governance of public order capability is robust and ongoing. A dedicated Tactical Tasking and Co-ordination Group (TTCG) meets fortnightly to review threats, assess readiness, and coordinate operational planning. This group brings together key stakeholders, including representatives from intelligence, operational planning, and resource management, to ensure decisions are informed, responsive, and aligned with national strategic briefings.

This group reviews:

- Emerging and ongoing public disorder threats
- National strategic briefings and learning
- Force capability and capacity
- Readiness to mobilise under the National Mobilisation Plan

In alignment with national expectations, mobilisation and exercise testing is scheduled across both Hampshire and Thames Valley in 2025, ensuring preparedness for effective response and sustained deployments where necessary.

Holding to Account

The Police and Crime Commissioner (PCC) holds the Chief Constable to account for ensuring that the force can respond to public disorder:

- Locally, through agile deployment and community intelligence
- Regionally and nationally, through compliance with the National Mobilisation Plan and mutual aid commitments

This ensures public confidence that the force remains capable, accountable, and responsive to threats that compromise public order.

Case study

Response to the August 2024 riots

In August 2024, the UK experienced significant riots following a tragic incident in Southport where three young girls were fatally stabbed at a dance class. The unrest spread across various towns and cities in England and Northern Ireland, fuelled by misinformation and anti-immigration sentiment. Far-right groups incited violence, leading to attacks on mosques, police officers, and properties. The riots were the largest in the UK since 2011, resulting in numerous injuries, arrests, and widespread condemnation.

Hampshire & Isle of Wight Constabulary played a crucial role in the national response to these riots. Specialist officers trained in public order were deployed extensively, with significant shifts and altered schedules to maintain control.

Hampshire & Isle of Wight Constabulary managed the protests and related disorder in several key ways:

1. **Public reassurance:** Deputy Chief Constable Sam de Reya addressed public concerns, emphasising the force's commitment to protecting communities and maintaining safety
2. **Visible policing:** Local officers were deployed to provide a visible and reassuring presence in communities, helping to alleviate fears and maintain order
3. **Rapid response:** The force ensured a swift response to emerging issues, with immediate action taken against those committing offenses
4. **Community engagement:** Officers and staff worked tirelessly to engage with the community, ensuring their voices were heard and addressing their concerns
5. **Resource allocation:** The force reviewed intelligence continuously and allocated resources effectively to prevent large-scale violence

The force worked hard to champion community safety and cohesion, deploying local officers to provide a visible presence and reassure the public. Immediate actions were taken against offenders, with continuous intelligence reviews to allocate resources effectively. The force engaged in dialogues with community leaders and organisations to address concerns and grievances, ensuring their voices were heard.



Civil Emergencies

A civil emergency is defined as any situation or event that threatens serious harm to the health or safety of individuals in the UK, significantly impacts the UK environment, or poses risks to national security. Examples include natural disasters (e.g., flooding, severe weather), major accidents, disease outbreaks, acts of terrorism, and cyber incidents.

Contingency planning

In 2024, Hampshire & Isle of Wight Constabulary enhanced its resilience through the establishment of a Joint Strategic Operations & Contingency Planning Hub (JSOC). This hub supports statutory responsibilities around risk management, contingency planning, and training and exercising plans in alignment with the National Security Risk Assessment (NSRA).

Key elements of readiness include:

- A Training & Exercising strand, which brings together force leads and partner stakeholders to plan for high-risk scenarios.
- Strategic Command training via the College of Policing.
- Home Career & learning College-run courses, programmes and other learning Multi-agency gold incident command Multi-agency gold incident command (MAGIC) courses.
- Tactical Incident Command training provided through the Local Resilience Forum (LRF).
- Ongoing Continuing Professional Development (CPD) for Police Commanders, facilitated by dedicated Contingency Planning Officers.

Oversight and accountability

The Police and Crime Commissioner (PCC) holds the Chief Constable to account for:

- Maintaining a fully operational unit capable of contingency planning and emergency response.
- Ensuring sustained operational performance in the face of complex and disruptive events.
- Delivering a robust and nationally coordinated response to civil emergencies when required.

This structure ensures that the force can respond dynamically and effectively to protect communities across Hampshire and the Isle of Wight in the event of a civil emergency.



National Policing Priorities

The National Policing Priorities are set by the Government through the National Crime and Policing Measures, and aim to drive improved policing outcomes across England and Wales. These priorities complement the local priorities set out in the Hampshire and Isle of Wight Police and Crime Plan, reflecting a holistic approach to public safety and crime reduction.

The Police and Crime Commissioner has formally incorporated these national priorities into her Police and Crime Plan, ensuring alignment with both local needs and national expectations.

The current national priorities are to:

- Reduce murder and other homicide
- Reduce serious violence
- Disrupt drug supply and county lines
- Reduce neighbourhood crime
- Improve victim satisfaction, with a specific focus on victims of domestic abuse
- Tackle cybercrime

Performance monitoring and public accountability

To ensure transparency and continuous improvement, the PCC publishes quarterly updates on force performance against each national policing priority. This public reporting promotes accountability and helps build trust with communities.

Victim satisfaction

Policing monitors victim satisfaction to ensure that the services provided meet the needs and expectations of victims, which is crucial for several reasons:

1. Improving service quality: By understanding victims' experiences and feedback, police can identify areas for improvement and enhance the quality of their services
2. Building trust and confidence: High levels of victim satisfaction help build trust and confidence in the police, encouraging more people to report crimes and

- 3. Ensuring accountability: Monitoring satisfaction holds the police accountable for their actions and responses, ensuring they are effectively supporting victims.
- 4. Enhancing community relations: Positive interactions with victims can improve overall community relations and foster a sense of safety and support.
- 5. Guiding policy and training: Feedback from victims can inform policy changes and training programs, ensuring that police are well-equipped to handle various situations and provide appropriate support.

Between October 2023 and March 2025 victim satisfaction in Hampshire & Isle of Wight Constabulary increased against all metrics:

- Overall rating has increased from 52.8% to 62%
- Expectations met has increased from 52.1% to 58.7%
- Kept informed has increased from 61.9% to 66.3%
- Treated fairly has increased from 70.3% to 79.1%
- Initial contact rating from 75.9% to 83.6%
- Treated with respect from 78.2% to 84.8%

Oversight and governance

The PCC holds the Chief Constable to account for delivering on all National Policing Priorities, ensuring that:

- Strategic focus and operational resources are aligned to these critical national outcomes.
- Force performance is regularly reviewed and challenged.
- The force adapts to emerging threats and evolving public safety expectations.

By embedding national priorities into local governance structures, Hampshire & Isle of Wight Constabulary maintains its commitment to both local community safety and national policing standards.

Collaboration Agreements

The Commissioner supports and oversees a broad framework of collaboration agreements that strengthen operational capacity, deliver efficiencies, and enhance the effectiveness of policing across local, regional, and national levels. These agreements ensure that Hampshire & Isle of Wight Constabulary benefits from shared expertise, intelligence, and specialist capabilities while contributing to wider policing outcomes.

National collaboration agreements

The Constabulary is involved in several national collaboration agreements that support critical operational and intelligence capabilities. These include:

- National Police Collaboration Agreement (NABIS)
- National Ballistics Intelligence Service (NABIS)
- Forensic Collision Investigation Network
- Modern Slavery Police Transformation Programme
- Delivery of Reporting Line – Crimestoppers

Regional Collaboration Agreements

The force also contributes to regional policing priorities through strategic partnerships, including:

- Counter Terrorism Policing South East (CTPSE)
- South East Regional Organised Crime Unit (SEROUCU)

These collaborations provide access to specialist teams and capabilities to counter terrorism, tackle serious and organised crime, and respond to emerging threats.

Force-Level collaboration agreements

At the force level, operational and support functions are enhanced through:

- Joint ICT Services, improving technological integration and digital resilience.
- Joint Operations Unit (JOU) with Thames Valley Police, supporting public order, armed policing, and major incident response.

Hampshire-hosted national units

Hampshire hosts a number of specialist national policing units, reflecting its leadership in delivering niche capabilities to UK policing:

- National Vehicle Crime Intelligence Service (NaVCIS)
- National Wildlife Crime Unit (NWCUCU)
- National Police Freedom of Information & Data Protection Unit
- ACRO Criminal Records Office (ACRO)

These hosted units provide national services, influence national policy, and ensure Hampshire remains at the forefront of specialist policing delivery.

Governance and oversight

The PCC maintains a statutory responsibility to:

- Enter into legal collaboration agreements, including those under emergency service collaboration frameworks.
- Review and monitor existing agreements to ensure effectiveness, value for money, and alignment with policing needs.

Through these structured collaboration arrangements, Hampshire & Isle of Wight Constabulary is well-placed to meet complex policing challenges and deliver improved public safety outcomes both locally and nationally.

The Criminal Justice System

Addressing drug and alcohol-related crime

As part of her strategy to reduce reoffending, the PCC addressed a Continuity of Care workshop in Winchester in November 2023. She emphasised the need for a comprehensive approach to supporting offenders with drug and alcohol problems. The focus is on bridging the gap between prison and community-based support, thereby reducing the likelihood of reoffending. Significant strides have been made in mapping Continuity of Care pathways for people with substance use needs transitioning between prison and the community. A document outlining support journeys has been developed by the OPCC on behalf of the Commissioner with input from probation services, commissioners, and health providers. This aims to improve post-prison engagement with services and increase the number of individuals receiving necessary support. As of November 2024, Hampshire and the Isle of Wight reported a 56% engagement rate, slightly above the national average.

Trauma-Informed practice across public services

Trauma is acknowledged as a widespread issue affecting many individuals who come into contact with the criminal justice system. Trauma-informed approaches have been embedded across Hampshire and the Isle of Wight as a strategic priority for the Integrated Care Partnership, with PCC Donna Jones acting as the Senior Responsible Executive.

Work has included the development of a self-assessment tool to help organisations evaluate and enhance their trauma-informed practice. The PCC also hosted a major event in Portsmouth in September 2024, bringing together key stakeholders to share progress. In November, OPCC educators delivered trauma-informed training to the Bermuda Police Service on behalf of the Home Office. These efforts are reinforced by e-learning resources co-produced with the Integrated Care Board and scheduled for launch by summer 2025.

Further sessions in early 2025 included large-scale training delivered in partnership with the No Wrong Door team, the University of Winchester, and the NHS South East Region. Over 300 participants attended a one-hour webinar as part of NHS Make a Difference Week, reflecting growing interest and commitment across agencies.

The Trauma Informed Executive Board agreed in February 2025 to broaden access to the signed Concordat, enabling more partners to commit to trauma-informed principles.

Response to the King's Speech

On 7 November 2023, King Charles III outlined the government's legislative priorities for the coming parliamentary session. Police and Crime Commissioner Donna Jones issued a public response, reflecting on the relevance of the government's agenda to policing and criminal justice in Hampshire and the Isle of Wight. Her response underscored the importance of aligning local criminal justice priorities with national objectives and maintaining a strong, victim-focused system.

Local Criminal Justice Board (LCJB)

The Hampshire & Isle of Wight Local Criminal Justice Board (LCJB), chaired by the Commissioner, plays a key leadership role in bringing together criminal justice agencies. Its vision is to deliver a fair, efficient and effective justice system through collaborative working. The Board focuses on improving services to victims and witnesses, enhancing offender rehabilitation, and leveraging technology to increase efficiency.

The LCJB also provides strategic direction to sub-groups such as the Reducing Re-Offending strategy group, the Victim and Witness Sub-Group, and the Criminal Justice System Efficiency Board. Recent achievements include improving communication and coordination between police and courts, reducing delays caused by disclosure issues or unavailable officers, and responding collectively to national reviews on sentencing and court reform.

Drug Testing on Arrest (DToA)

To break the link between addiction and crime, Drug Testing on Arrest has been implemented across police custody suites. This initiative targets individuals arrested for trigger offences, testing them for drug use and referring them for assessments if they test positive. The assessments cover a wide range of support needs, and engagement with services has been promising.

During the 2024/25 financial year, nearly 3,000 tests were conducted, with a 67% positivity rate. Of those, 76% engaged with further assessments, and notably, 43% were new to support services. A year-on-year tracking study shows a 44% reduction in re-arrest rates among those who tested positive, indicating the long-term effectiveness of this approach.

Supporting police professional development

The launch of a new Crime Academy has introduced six targeted strands to support detectives in areas such as wellbeing, training, CPD, and culture. This programme seeks to enhance professionalism and retention in investigative roles.

Liaison and Diversion Service Advocacy

The PCC raised national concerns regarding the inability of Liaison and Diversion services to upload reports to the Common Platform, which prevents key mental health insights from being considered by judges and magistrates. This advocacy was escalated to Lord Timpson and other national forums, demonstrating the PCC's active role in influencing systemic reform.

Right Care, Right Person (RCRP)

The RCRP national partnership agreement, launched in July 2023, outlines a shared commitment by police, health, and social care to ensure that individuals with mental health needs receive appropriate care. The PCC's office co-chairs the RCRP Steering Group, which is tasked with embedding the framework, coordinating training, and overseeing performance.

This cross-sector initiative aims to ensure that police only attend mental health incidents where their presence is necessary, helping reduce inappropriate deployments. The group is also developing a local escalation protocol and reviewing real-world scenarios to improve consistency.

In March 2025, the PCC agreed to provide £4,000 in funding to support a national mental health crisis line for police officers.

Case Study: Mental Health Deployment Coordinator Pilot

In 2024, Hampshire and the Isle of Wight's PCC commissioned a pilot programme for a 12-month Mental Health Deployment Coordinator (MHDC), recognising that both police and ambulance services were sometimes handling incidents better suited to mental health professionals.

The MHDC role is based within police operations, working alongside the ambulance control room and 111 mental health triage nurses. The coordinator ensures timely involvement of the most appropriate agency, maximising the use of mental health rapid response vehicles and coordinating the deployment of secure ambulances. This proactive coordination also allows better geographical distribution of resources.

The MHDC brings specialised knowledge of mental health legislation, helping to avoid unlawful or inappropriate detentions under the Mental Capacity Act 2005 or Mental Health Act 1983. They've also monitored police custody lists to ensure timely mental health assessments, minimising breaches under the Police and Criminal Evidence Act (PACE).

An early example of the pilot's impact involved a patient absent without leave from a psychiatric unit. The hospital initially resisted attending the patient's location. However, the MHDC engaged in an escalation process that persuaded the unit to retrieve the individual, a task that would have otherwise diverted significant police time.

Early findings show improved coordination, reduced pressure on police resources, and more appropriate interventions for individuals in crisis. The pilot also aims to embed knowledge within police control rooms to ensure sustainable improvements beyond the role's duration.



Commissioning

The Police and Crime Commissioner (PCC) for Hampshire and the Isle of Wight continues to deliver high-impact, victim-focused commissioning through a robust and outcomes-driven strategy. Central to this work is ensuring that victims of crime, particularly those affected by serious and violent offences, can access high-quality, timely support tailored to their needs. Through a combination of long-term contracts, targeted grant funding, and strategic partnerships, the PCC has embedded innovation and resilience into victim services across the region. A strong emphasis on equity, sustainability and community engagement underpins every commissioning decision, ensuring that funding reaches where it is most needed and delivers measurable improvements in safety, confidence and recovery.

Expanding support for victims of sexual violence

In October 2023, the Commissioner announced a major investment of nearly half a million pounds to expand support for victims of sexual violence on the Isle of Wight. This funding secured the delivery of specialist services for adults, children, and young people who have experienced rape, sexual assault or abuse. The new contract aimed to provide trauma-informed support tailored to local needs, helping more victims rebuild their lives through consistent, accessible care.

Standing with communities in crisis

That same month, the PCC attended a high-level roundtable at 10 Downing Street focused on the impact of the Middle East conflict on Jewish and Muslim communities in Britain. As Chair of the Association of Police and Crime Commissioners (APCC), she used the platform to offer reassurance and connect with community leaders, affirming her commitment to preventing hate crimes and supporting cohesion in the face of international events affecting local communities.

Long-term investment in victim services

October 2023 also saw the announcement of a multi-million pound contract to deliver specialist services for victims of sexual violence across Hampshire and the Isle of Wight. This formed part of a broader commitment to stand up for victims through sustained investment and a clear focus on commissioning outcomes. The contract underscored the Commissioner's emphasis on continuity and quality of care, ensuring long-term support for those affected by some of the most serious crimes.

High-impact budget commitments and emerging needs

Throughout the reporting period, the Commissioner ensured that strategic investment was responsive to community priorities. In October 2023, an additional £454,081 was allocated through the Emerging Needs Fund for Crime Prevention, supporting 25 interventions or essential resources. In November, a £1 million Home Office grant was secured in partnership with local authorities to address street crime and improve safety across Hampshire and the Isle of Wight, building on the PCC's commitment to visible, responsive crime prevention.

Tackling Violence Against Women and Girls (VAWG)

In November 2023, to mark White Ribbon Day, Commissioner Jones reaffirmed her determination to tackle violence against women and girls (VAWG). Through education, investment, and early intervention, the OPCC continued to drive systemic change. VAWG remains a strategic priority, with dedicated funding and partnership working ensuring that services respond effectively to the complex needs of survivors.

Launch of Victim Care Hubs

February 2024 marked the formal launch of four geographically distributed Victim Care Hubs, embedded in police investigation centres across Hampshire and the Isle of Wight. These hubs integrate policing and victim support for the first time, creating a more streamlined and compassionate service. Backed by a five-year funding commitment totalling over £4.3 million from the Ministry of Justice Victims Core Grant Fund, the service represents a transformative approach to victim care.

To mark the first anniversary of the hubs in February 2025 Baroness Newlove, Victims' Commissioner for England and Wales, visited the Northern Police Investigation Centre in Basingstoke. She met frontline workers and saw first-hand how more than 74,000 victims had been supported in just 12 months.

Strengthening financial resilience and income generation

During October to December 2024, the Commissioner received confirmation that Ministry of Justice victim funding would continue into 2025/26, albeit with a £97,000 reduction. In response, the PCC approved the use of underspend from the 2024/25 budget to protect frontline services. Continued Home Office funding was also confirmed for the stalking intervention programme and the Violence Reduction Unit, enabling forward planning with service providers despite only a one-year commitment.

The PCC also approved a new commissioning strategy with a strategic focus on income generation. This will enable the Office of the Police and Crime Commissioner to become less reliant on central government funding and more agile in responding to emerging needs through external grants and matched funding opportunities. In one example, the PCC supported local football clubs to apply for the Premier League Fund, offering match funding to increase their chances of success. Southampton Football Club were successful, advocated by the Commissioner's commitment to providing £25k match funding for the Saints Switching Play programme.

The programme has made significant strides from September 2024 to January 2025. Working with 36 young people, the team delivered 191 sessions, focusing on building strong, positive connections and creating a safe environment. Each participant is assigned a project officer who mentors them, helping set and achieve personal goals and improving their mental health and wellbeing. The programme includes one-to-one mentoring and workshops on relevant topics such as community safety, mental health, and coping mechanisms.

A notable highlight was the “Street Doctors” workshop at St Mary’s Stadium, where 15 young people earned first aid qualifications. Additionally, participants attended a Southampton FC themed careers taster day, engaging with various departments and meeting first team goalkeeper Gavin Bazunu, who inspired them with a Q&A session. This comprehensive approach aims to empower young people and support their aspirations.

Simplifying access to grant funding

In March 2025, the Commissioner launched a new Funding Network to streamline the grant application process for local providers. This platform was developed in response to feedback from the third sector about the administrative burden of multiple applications. By providing a single point of access, shared resources, and dedicated support, the network reduces barriers, speeds up funding decisions, and enhances collaboration across community safety initiatives.

Simultaneously, the PCC announced the largest ever Safer Communities Fund for projects aimed at reducing crime and anti-social behaviour. This investment marks a step change in local engagement and funding accessibility.

Expanding the Safer Communities Fund

From January to March 2025, the Safer Communities Fund was extended to 30 September 2025, ensuring no gap in provision. A new funding round was launched on 1 April 2025, covering the period October 2025 to March 2027, with a submission deadline of 15 May 2025. This early launch allowed providers sufficient time to plan and deliver innovative, evidence-based interventions to meet local needs.



Efficient And Effective Policing

Ensuring efficient and effective policing across Hampshire and the Isle of Wight is a core responsibility of the Police and Crime Commissioner (PCC). Through a combination of rigorous scrutiny, public accountability, and collaborative oversight, the PCC holds the Chief Constable to account on behalf of the public. This is achieved through multiple governance mechanisms, including the Accountability Board, Commissioner’s Oversight of Policing Services (COPS) sessions, Scrutiny Panels, and responses to HMICFRS inspection reports. These structures provide transparency and assurance that the force is performing to high standards, implementing necessary reforms, and addressing community priorities. Additionally, independent initiatives such as the Independent Custody Visiting Scheme, strategic oversight of the police complaints system, and engagement with young people through the Youth Independent Advisory Group all support the PCC’s role in driving continuous improvement, enhancing public trust, and promoting legitimacy in policing.

Accountability Board

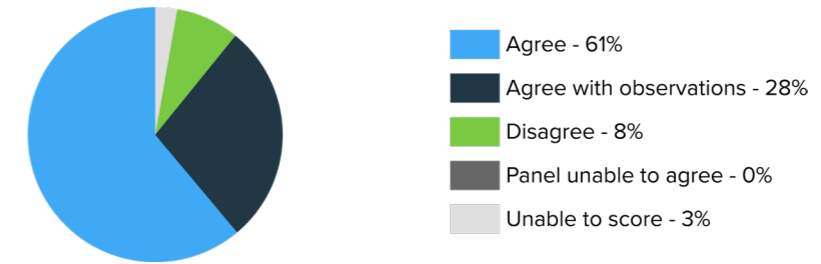
The Accountability Board (AB) is a mechanism through which the PCC fulfils the statutory responsibility of holding the Chief Constable to account. The Board reviews performance against local and national measures, monitors progress against HMICFRS recommendations, and scrutinises the delivery of the Police and Crime Plan. It also addresses collaboration, safeguarding, equality and diversity, and public complaints. Emerging issues and risks are also escalated through this forum and outcomes are published on the OPCC website. The PCC has used this forum to review police performance and challenge service delivery such as vetting processes, recruitment and retention, and progress against HMICFRS areas for improvement (AFIs).

Scrutiny

The Police and Crime Commissioner (PCC) has a statutory responsibility to ensure an efficient and effective police force by holding the Chief Constable to account. Hosting scrutiny panels is a vital part of fulfilling this duty, providing a structured and transparent way to review the Constabulary’s performance. These panels focus on key areas such as Out of Court Resolutions, Use of Force, Stop and Search, and Custody Detention. The insights gained help identify learning and training needs, supporting continuous improvement within the force. Importantly, scrutiny panels offer reassurance to both the PCC and the public that police powers are being used lawfully, ethically, and proportionately, strengthening public confidence in policing.

Out of Court Resolutions for young people

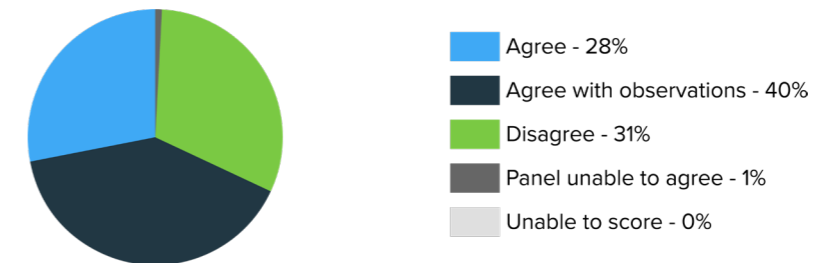
The Out of Court Resolutions for young people panel examines the importance of resolving lower-level offences quickly and fairly, without unnecessarily criminalising children. This panel works closely with the Youth Justice Service teams across Hampshire, Isle of Wight, Portsmouth, and Southampton (HIPS) to ensure decisions align with national standards and local aims. Through quarterly reviews of cases, the panel assesses the appropriateness of outcomes such as First-Time Entrant and diversion decisions, grading each case to guide future practice. This scrutiny ensures accountability, transparency, and that non-charge outcomes maintain both ethical standards and public trust.



Adults Out of Court Resolution (OOCR) Scrutiny

The Commissioner recognises the importance of Out of Court Resolutions (OOCRs) to address lower-level crimes and anti-social incidents quickly and proportionately, avoiding unnecessary criminalisation. The OOCR Scrutiny Panel’s primary role is to provide reassurance to the PCC, the police, and the public that OOCRs are used appropriately, ethically, and in line with the National Framework.

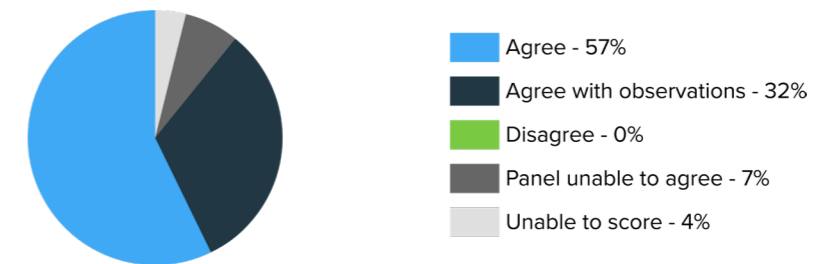
To ensure impartiality, the panel independently reviews 15 recent OOCR cases every two months, selected through a randomised process from a broad range of offence types, including knife/weapon offences, child abuse, sexual offences, domestic abuse, drug offences, and hate crime conditional cautions. This scrutiny process upholds the integrity, fairness, and transparency of the police’s use of non-charge disposals.



Use of Force Scrutiny

Since April 2017, all police forces in England and Wales are required to record every instance of use of force. The PCC’s Use of Force Scrutiny Panel plays a crucial role in reviewing and quality assuring these incidents within Hampshire & Isle of Wight Constabulary (HIOWC).

The panel independently examines a wide range of use-of-force tactics, including handcuffing (both compliant and non-compliant), unarmed skills such as restraints and take-downs, use of dogs, batons, irritant sprays, Tasers, and other restraint methods. To maintain impartiality, cases are randomly selected for review, ensuring transparency and fairness. Cases are anonymised where possible and exclude ongoing investigations. The findings inform ongoing training and improvements within the force, with feedback shared through internal communications and directly to officers. Any serious concerns are escalated through professional standards channels.



Stop and Search Body Worn Video Scrutiny

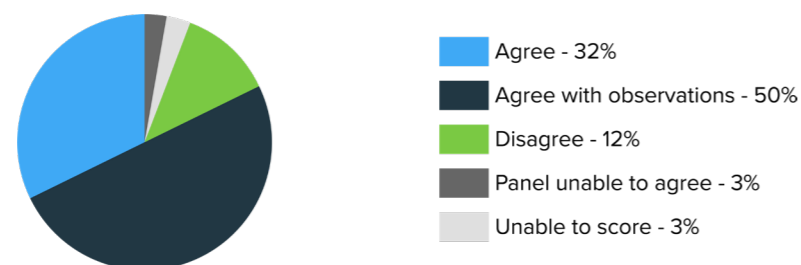
Stop and search is a vital policing tactic to detect and prevent crime, helping keep communities safe. However, its misuse can undermine public trust and confidence in the police. The PCC’s Stop and Search Scrutiny Panel exists to provide independent assurance that these powers are exercised lawfully, ethically, and appropriately by Hampshire & Isle of Wight Constabulary (HIOWC).

The panel reviews body worn video footage of stop and search encounters, which are randomly selected to ensure impartial oversight. Each quarter, ten encounters no older than three months are examined against legal standards and the GO WISELY communication principles.

The GO WISELY principles stand for:

- **Grounds for suspicion** – explaining why the individual is being stopped, based on specific behaviour or intelligence.
- **Object and purpose** – clarifying what is being searched for.
- **Warrant card** – showing identification if not in uniform or when requested.
- **Identity** – officer’s name and number, or warrant/collar number where applicable.
- **Station** – the police station the officer is attached to.
- **Entitlement** – informing the person of their right to a copy of the search record within three months.
- **Legal power** – stating the law under which the stop and search is conducted.
- **You are detained** – explaining that the person is detained for the purpose of the search.

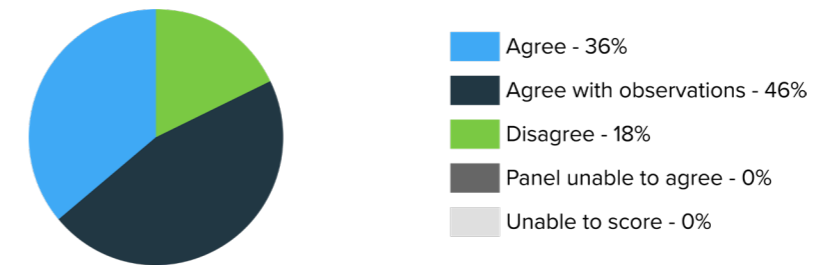
The panel focuses on whether the stop was lawful and if these principles were followed. This scrutiny ensures transparency and fairness in the use of stop and search powers, maintaining public confidence and enabling the PCC to hold the Chief Constable to account effectively.



Independent Custody Detention Scrutiny

The Independent Custody Detention Scrutiny Panel provides crucial assurance to the PCC, the public, and the Constabulary regarding the lawful, proportionate, and appropriate use of police powers in detaining individuals. The panel helps build trust and confidence in the custody environment, especially among ethnic minority communities, dispelling myths and increasing transparency.

The panel examines a wide range of issues linked to custody, including strip searches, use of force in detention, length of detention, dignity and respect, mental health considerations, access to support services such as language provision, and other areas as needed. Quarterly reviews focus on whether police actions in custody comply with relevant legislation, policies, and best practice.



Independent Custody Visiting (ICV) Scheme

The PCC has a statutory duty to maintain an Independent Custody Visiting Scheme. Between April 2024 and March 2025, ICVs carried out 207 visits across custody suites in Hampshire and the Isle of Wight. They conducted over 1,500 detainee checks, monitoring the welfare and rights of more than 28,000 individuals who passed through custody. ICVs ensured 85% of children and 88% of adults in custody during visits were checked. More than 200 hours were spent by volunteers safeguarding detainee dignity and rights.

HMICFRS and PEEL Inspections

His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) plays a crucial role in assessing the performance of Hampshire & Isle of Wight Constabulary. The PCC is required to respond within 56 days to all HMICFRS reports. Responses are published on both the PCC’s and HMICFRS websites and signed off by the PCC and Chief Executive. The Commissioner’s office also monitors all recommendations, including those overdue or in progress, and provides periodic updates to the PCC through the monthly executive team and the Accountability Board.

Police complaints oversight

Under the Police (Complaints and Misconduct) Regulations 2020, the PCC is responsible for holding the Chief Constable to account for the complaints system. This includes strategic oversight of the Professional Standards Department (PSD), managing independent reviews, monitoring learning from complaints, and appointing Legally Qualified Persons to misconduct hearings and Police Appeals Tribunals. The PCC also reviews IOPC reports, internal audits, and quarterly data to benchmark performance against similar forces.

Strategic Youth Independent Advisory Group (YIAG)

The Strategic YIAG consists of up to 21 young people aged 14-25 who live, work or study in the policing area. It provides a two-way platform between police and young people, focusing on increasing trust, contributing to police legitimacy, and ensuring the code of ethics is upheld. The group currently focuses on Child-Centred Policing and is divided into three sub-groups: Trust and Confidence, Children and Young People who Offend, and Identifying and Protecting Vulnerable Young People. The YIAG has the flexibility to adapt its priorities in response to emerging concerns.

Public Engagement

Effective public engagement is central to the PCC's strategic leadership of policing across Hampshire and the Isle of Wight. By proactively listening to residents, victims, young people, and partner organisations, the PCC ensures that frontline policing priorities and resource allocations are directly informed by real community needs. Over the reporting period, the PCC has employed a range of approaches including targeted surveys, open council forums, specialist focus groups, and youth-led consultations. This broad engagement has provided valuable insight into local priorities, with community feedback on crime hotspots, anti-social behaviour trends, and victims' experiences driving adjustments to patrol patterns, neighbourhood policing teams, and victim support services.

Robust annual consultations on the policing precept have secured thousands of responses, underpinning transparent funding decisions and demonstrating the public's willingness to invest in local safety. The Youth Commission's research and recommendations have played a pivotal role in shaping initiatives around substance use, street safety, and digital reporting platforms, laying the foundation for long-term crime prevention.

By embedding a range of perspectives into performance reviews, budget allocations, and programme design, the PCC not only holds the police to account but also charts a clearer, community-centred direction.

Commissioner's Oversight of Policing Services (COPS) Sessions

The PCC continued to hold regular Commissioner's Oversight of Policing Services (COPS) sessions, providing a direct and transparent forum for the public to hold the Chief Constable to account. These sessions attracted significant engagement

and covered a broad range of community concerns:

August 2023 COPS Session:

This session received a record-breaking number of questions from the public; over 250 questions were submitted in advance. Topics included policing responses to neighbourhood crime, road safety, anti-social behaviour, and police visibility. The Chief Constable addressed concerns about resource allocation and ongoing efforts to tackle criminality effectively.

January 2024 COPS Session:

Building on previous engagement, the January session attracted over 150 live questions and comments from the public. Discussions focused on emerging crime trends, policing priorities, use of stop and search powers, and partnerships with community groups. The Chief Constable also provided updates on recruitment and training to improve police visibility and community trust.

December 2024 COPS Session:

The end-of-year session drew significant public interest with over 200 questions and comments received. The primary themes were police patrols in local neighbourhoods, the regulation and safety challenges posed by e-scooters, road safety initiatives, and tackling anti-social behaviour during busy periods. The session offered detailed responses from senior officers, emphasising community safety and collaborative problem-solving.

COPS sessions continue to be a vital platform for transparent policing oversight, enabling community members to directly engage with policing.

600+ Questions asked in advance

Annual policing precept consultation

The PCC conducted extensive public consultations on the policing precept to ensure transparency and community support for funding decisions.

2023-24 precept survey:

- 6,336 responses were received over five weeks.
- Over 63% supported an increase in the precept, with 1,677 willing to pay a £15 rise, 1,292 a £10 rise, and 966 a £5 rise.

2024-25 precept survey:

- 3,903 responses were collected over four weeks.
- 77.3% supported an increase in the policing precept.
- The survey email reached 5,825 people, with 2,263 clicking through to the survey link. The OPCC newsletter also promoted the consultation to over 9,000 subscribers.
- Notably, this extensive public engagement was delivered at zero cost.

Over 10,000 Precept survey responses

Engaging children and young people via the Youth Commission

The PCC's Youth Commission (YC) continued to be a vital platform for hearing the voices of young people and influencing policing strategies.

Safe on the streets priority:

The YC's 2024 annual conference in Winchester focused on 'Safe on the Streets,' bringing together over 1,300 young people's survey responses, senior police leaders, and partner organisations. The event emphasised tackling substance use, highlighted by over 40% of young people identifying it as a key concern.

Training and advocacy:

Between October and December 2024, YC members contributed to multiple partnership meetings, including the Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) exploitation group and Southampton's Children's Safeguarding Partnership, delivering sessions to over 300 professionals on youth participation and positive role modelling.

Outreach and education:

YC members delivered presentations and workshops across 12 schools, colleges, and community groups, engaging 335 young people directly. They also facilitated social media campaigns with 63 Instagram posts covering policing initiatives, personal safety, and reporting mechanisms.

Youth recommendations:

In February 2025, YC members presented their consultation findings and recommendations to senior constabulary figures, influencing policing priorities related to young people.

Engaging community groups and representing their voice

The PCC maintained strong relationships with diverse community groups, holding regular consultations to listen to concerns and represent their needs in policing strategies.

- Partnership forums and local community meetings were attended regularly, fostering dialogue on crime prevention and policing effectiveness.
- The PCC’s involvement in community-focused events supported collaborative problem-solving and raised awareness of local policing efforts.

Engaging people with lived experiences of the criminal justice system

The PCC ensured that people with lived experiences were heard and their perspectives integrated into service improvements. This included engagement through specialist forums and involvement in training for police officers to enhance empathy and understanding.

Attendance at community meetings with police, MPs, and councillors

The PCC consistently attended and supported community meetings alongside local police, MPs, and councillors to address pressing local issues.

These meetings provided a platform for residents to raise concerns directly with decision-makers, strengthening community confidence and cooperation with policing efforts.

Casework

In the time period pertaining to this report, the PCC received and responded to 3,104 pieces of casework from residents across Hampshire and the Isle of Wight.

This is a 7% increase in contact compared to the previous 18 months.

Below shows the variety of subjects the public has contacted the PCC about.

- Victim satisfaction (all crime excluding DA): 269
- Road traffic issues & Speeding: 309
- PCC (council tax, media etc): 496
- ASB: 112
- Police Officer Numbers: 163
- Contact Management: 16
- Domestic Abuse Victim Satisfaction: 114
- Unauthorised encampments: 10
- Firearms Licensing: 30



Financial Management

The PCC has strategic control of all funding received (Home Office grant and council tax precept) for policing services across Hampshire and the Isle of Wight.

The PCC owns all police assets including vehicles, police equipment and the police estate. The ongoing liabilities and assets and the reserves are included in the report for reference. The PCC must determine how the funding is allocated between policing services, crime prevention and intervention work ensuring a balanced budget is set each year.

For the 2024/25 financial year, the revenue funding of £463.4m was split between the Office of the Police and Crime Commissioner (OPCC) and Hampshire & Isle of Wight Constabulary as follows:

	£m	%
Hampshire & Isle of Wight Constabulary	418.4	90.3
Police Estate (Managed by the PCC)	24.2	5.2
Contribution to Reserves	10.4	2.2
Total Budget Directly in Support of Policing	453.0	97.7
PCC Executive	1.3	0.3
PCC Business	1.7	0.4
PCC Commissioning, Criminal Justice and Partnerships	4.2	0.9
Capital Financing (net of Interest earned of £2M)	3.2	0.7
Total Budget	463.4	100.0

The Commissioner retained just over £45m to deliver services through her office including owning and managing the police estate; £418.4m is allocated to the Chief Constable to deliver policing services across Hampshire and the Isle of Wight; a contribution of £10.4m was set aside in reserves primarily to support future capital expenditure on buildings and equipment purchase in direct support of frontline policing.

The table below shows budgeted and actual net expenditure for 2024/25. The original budget approved at the beginning of the year is updated for changes during the course of the financial year.

Police Service Expenditure	Original Budget £m	Revised Budget £m	Actuals £m	Variance £m
Employees	358.9	364	359.5	(4.5)
Premises	1.2	1.1	1.1	0.0
Transport	7.9	8.8	9.6	0.8
Supplies & Services	23.5	23.8	23.7	(0.1)
Third Party Payments & Support Services	78.8	97.5	98.6	1.1
Total Expenditure on Police Services	470.3	495.2	492.5	(2.7)
Total Income on Police Services	(51.9)	(80.2)	(81.1)	(0.9)
Net Expenditure on Police Services	418.4	415.0	411.4	(3.6)
Net OPCC expenditure (excluding reserves)	34.6	28.7	23.8	(4.9)

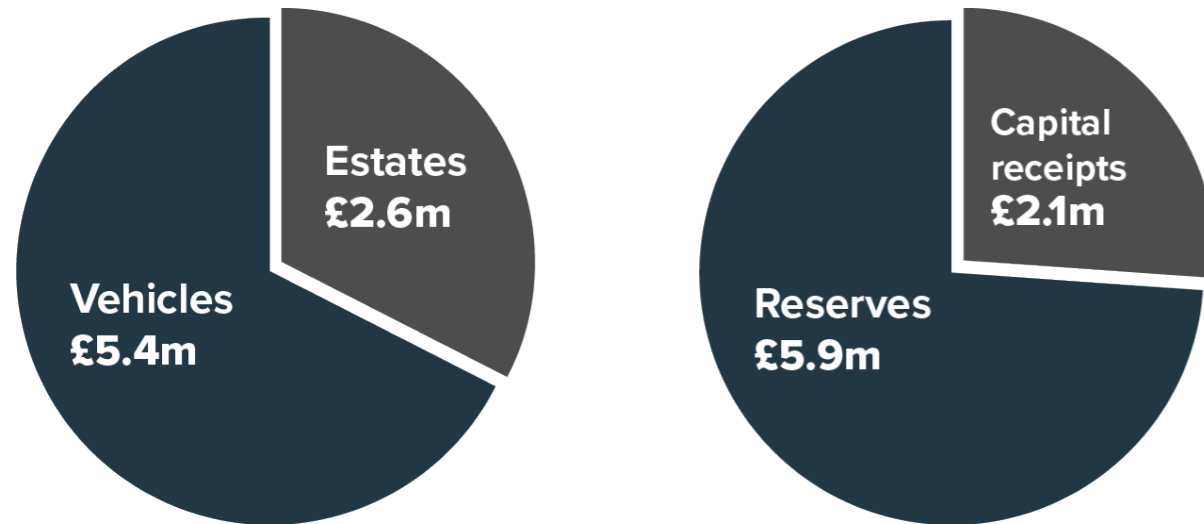
The Constabulary's underspend of £3.6m is mainly due to the challenges that the Constabulary has experienced with recruiting more officers and staff. A total of £1.6m of this underspend has been approved to be carried forward into 2025/26 to allow ongoing initiatives to be completed. The net underspend after deducting carry forward is £2m (0.5%).

The OPCC underspend of £4.9m was driven primarily by higher investment income returns, which was £4.1m more than the budgeted amount. The investment income budget has not been increased to avoid becoming reliant on investment income as returns are expected to reduce in future years as reserves are utilised to fund policing, in particular, the estates capital programme.

Capital expenditure

Capital expenditure is incurred on the acquisition and enhancement of the PCC's assets which have a life of more than one year.

The PCC approved a Capital Programme of £10.3m for 2024/25. Total expenditure in 2024/25 was £8.0m. Of this, £2.6m was spent on buildings and £5.4m on vehicles.



The capital expenditure was funded by capital receipts (£2.1m) and contributions from reserves (£5.9m). No borrowing was required to fund the capital programme in 2024/25.

Reserves

Reserves are key to the financial strategy of the PCC, ensuring there is both resilience to cope with unpredictable financial pressures and funding to meet long-term financial commitments. Earmarked Reserves are held to manage known financial liabilities and possible risks.

The main elements of the reserve strategy are:

- establish and maintain an appropriate general reserve position over the medium term
- apply a prudent approach to reserves
- create Earmarked Reserves for significant events, change programmes and related costs

As of 31 March 2025, the total level of useable reserves available to the PCC was £162.2m. The PCC also holds money for the ACRO Criminal Records Office (ACRO). ACRO has a reserve of £9.7m as reflected below:

Usable Reserves	£m
General Fund Reserve	15.6
Earmarked Reserves	146.6
Useable by PCC	162.2
ACRO Reserves	9.7
Total Reserves	171.9

The Medium-Term Financial Strategy approved by the PCC as part of the 2025/26 budget setting process shows how reserves will be used to support investment over the medium-term.




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[Click here to see the commissioning contracts awarded for this period.](#)

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ANNUAL REPORT

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2025

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