



NORTHAMPTONSHIRE  
POLICE, FIRE & CRIME  
COMMISSIONER

Stephen Mold

# Briefing

## Spring 2023



## Biography

**Stephen Mold was re-elected to serve a second term as the Police, Fire and Crime Commissioner for Northamptonshire on the 6th May 2021.**



Stephen was born and raised in Banbury and has lived in Northamptonshire for many years.

Joining the Air Training Corps as a teenager was a significant point in Stephen's life, channelling his energy towards service and helping to develop his team skills and sense of responsibility for others. It also sparked his passion for early intervention and ensuring that young people are given activities and opportunities that help them lead safe and productive lives.

Before being elected as Police, Fire and Crime Commissioner in 2016, Stephen worked for 20 years in leadership positions in the private sector, chiefly in information technology and latterly running a successful on-line business, based in Northampton.

Small wonder that Stephen has a passion to ensure that the police service makes the best use of new technology to increase efficiency and effectiveness and enable officers to remain visible in their communities for longer. Stephen is also Chair of the Police Digital Service and serves on the boards of both the National Enabling Programme and the Emergency Services Mobile Communications Programme.

As Police, Fire and Crime Commissioner for Northamptonshire, Stephen's role is to be the voice of the public in policing, crime and the fire service. He sets the strategic direction for both the police and the fire service in Northamptonshire.

*"passion to ensure that the police service makes the best use of new technology"*

Under his tenure as Police, Fire and Crime Commissioner, Stephen has delivered on his promise to ensure that Northamptonshire Police has the most police officers it has had at any time in its history - 1,501. This means a renewed focus on neighbourhood policing and engagement with the public to tackle crime at the earliest stage - prevention and early intervention are at the heart of Stephen's plans.

Since taking over the governance of Northamptonshire Fire and Rescue Service in 2019, Stephen has created the environment for the fire service to make the improvements in performance that were needed, as well as investing in additional firefighters and modern fire appliances - all with the aim of delivering the best possible service to the people of Northamptonshire.

Now Stephen's joint Police, Fire and Crime Plan sets out priorities for both organisations, working together and with partners, to make this county as safe as it can be and to build trust and confidence in Northamptonshire Police and Northamptonshire Fire and Rescue Service.

Stephen is the Association of Police and Crime Commissioners lead for Police Standards and Leadership and also the lead for Fire.

**Stephen Mold**  
Police, Fire and Crime Commissioner

## Promise on police officer numbers delivered – focus now on neighbourhoods

Confirmation that Northamptonshire Police has reached and exceeded its target of 1501 police officers – the most the Force has ever had – will bring a renewed focus on neighbourhood policing that delivers safer communities right across the county.

That's the message from Northamptonshire Police, Fire and Crime Commissioner Stephen Mold, who said he is working with the Chief Constable to further increase the number of police officers working in neighbourhood teams and strengthen the connection with local people.

Stephen said: "I made a promise to work as hard as I could to increase the number of police officers in Northamptonshire, firstly using investment from local council tax, and then through the Government's Uplift programme. I'm proud to say we have achieved that, and more."

The establishment of Northamptonshire Police – the number of full-time equivalent police officers – is now 1,501, the greatest number ever. The headcount – the number of police officers on the payroll – is 1,546 officers.

Stephen Mold said that the Force's success at recruiting additional officers has been recognised by the Home Office, which is giving Northamptonshire Police additional grant funding of almost £2 million under the Uplift scheme, that will be used to ensure that the higher number of police officers can be sustained in the medium term.

+  
**1,501**  
officers



The Force has also become more representative of the communities it serves, recruiting more women and officers from Black, Asian and ethnic minority backgrounds.

But having achieved the target for officer numbers isn't the end of the story.

"This is just the beginning. Huge thanks are due to the energy and ambition of the Chief Constable and all the teams – HR, training, fleet, stores, IT, payroll – everyone who has moved heaven and earth to recruit and train and equip these additional officers," Stephen Mold said.

Stephen continued: "But now we have achieved this, what does it mean for local people? It's important to me that it means we can get more police officers out into the heart of their community.

"I know that people want to see more visible policing, with police tackling the issues that matter most in their neighbourhood, crimes like anti-social behaviour and drug dealing and violence.

"We have invested in neighbourhood policing, and now the Chief Constable and I have a shared ambition to take that further, to engage even better with local communities and work with all partners in problem solving and preventing crime in the long term."

To understand how effective, robust, joined up neighbourhood policing can be, Stephen Mold spent time with Inspector Miriam Kiernan and her team in Wellingborough's Queensway and Hemmingwell, to look at Operation Revive, an approach to tackling neighbourhood crime in Northamptonshire that has been extremely successful.

Chief Superintendent Adam Ward, Northamptonshire Police lead for Neighbourhood Policing, said: "In the past, police have just dealt with policing problems, using hard-hitting enforcement tactics, and arresting drug dealers to tackle county lines for example. But when you do that, other drug dealers come along to take their place.

"Op Revive takes a longer term, holistic view of improving the quality of life in an area, with a strong focus on prevention. Police officers are working in close partnership with local authorities, schools, and other partners to improve the environment, improve infrastructure, create youth provision, and find every way to create a hostile environment for crime."

*"improve the environment, improve infrastructure, create youth provision"*



The Commissioner's Youth Team has played a key role working alongside police colleagues on Op Revive.

Northamptonshire Police, Fire and Crime Commissioner Stephen Mold added: "Op Revive is a fabulous model for neighbourhoods, where enforcement and prevention go together, and where engagement with their local police officers gives people the confidence to pass on information without fear

"I'm looking forward to seeing how we can build on this success as the additional police officers get to work."



## 2019 - 2023

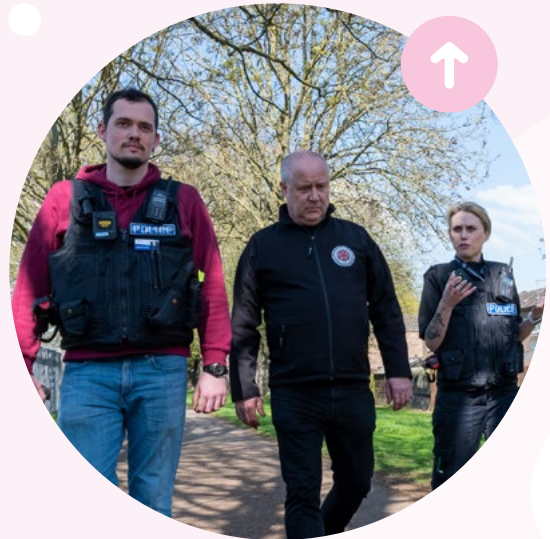
In 2019, prior to Uplift, the force had a headcount of 1,280 police officers, and were set a Home Office target to recruit 190 new officers over the next three years.

The Force has far exceeded that target figure, recruiting 266 between 2019 and 2023.



This figure reflects numbers on top of normal recruitment to replace natural attrition in the force such as retirements, leavers and transferees. In reality a total of 663 officers were recruited in the three-year period.

The growth in officers is already reaping direct benefits through an increase in neighbourhood and response officers and more investigators to deal with serious and violent crime.



In addition, the force has increased the number of women and people from Black, Asian and ethnic minority backgrounds serving as police officers.

In 2019 the force had 441 female officers, accounting for 33.6 per cent of all officers. This number is now 563 and accounts for 36.42 per cent of all officers.



In 2019, the force had 52 officers from an ethnic minority background. In 2023, at the end of Uplift, this figure was 71.

The increases in both women and officers from an ethnically diverse background are the highest they have ever been for the force.





# The National Police Funding Formula

**Funding to Police is by way of national police grants and local council tax precept. There are significant differences between force areas in terms of what funding is provided locally and nationally.**

In 2023/24, Northamptonshire Police will receive £168.6m to deliver policing services.

Around 45% comes from local taxpayers (£76.2m), with the balance of £92.4m (55%) coming from central government in police and pension grants.

The National Police Funding Formula was “frozen” in 2011/12 and includes population as a key factor in the allocations.

## How this impacts Northamptonshire

His Majesty’s Inspectorate of Constabulary (HMICFRS) issue annually the Value for Money profiles. In 2022/23, they reflected that Northamptonshire’s central police grant per head of population is way below the National average as follows:

- Northamptonshire’s central grant funding was £114.88 per head of population
- Regional force Area Nottinghamshire’s was £137.77 per head of population
- The national average for England and Wales was £134.93 per head of population
- The average for the metropolitan areas was £181.88 per head of population

In 2011/12 Local taxpayers in Northamptonshire paid 34% of police funding. In 2023/24 they pay 55%.

**Every year the formula remains frozen, the funding gap widens.**

The current formula is not fit for purpose – it does not reflect the current challenges and demands of policing in Northamptonshire and has not kept pace with the population increase.

## What this means financially – every year:

- Northamptonshire receive over £20 less in police grant per head of population than the national average. If Northamptonshire received grants were at the average level – **they would receive over £15m more – every year.**
- Northamptonshire receive almost £23 in police grant less than their regional peer in Nottinghamshire. If Northamptonshire received grants at the same level as Nottinghamshire – **they would receive over £17m more – every year.**
- If Northamptonshire were to receive grant at the same level as the metropolitan areas – they would receive £67 more per head of population – **an increase of over £51m – every year.**
- If the police grant formula was based on the number of households (as with the council tax precept) – and if Northamptonshire were funded on the same basis as Nottinghamshire – **they would receive nearer £39m additional each year.**

## Northamptonshire's Relative Population

However, Northamptonshire's population has grown higher than national levels as follows:

The 2021 national census highlighted that in the past ten years since the formula was frozen that the national population has increased by 6.5%.

**In Northamptonshire it increased by 13.5% over the same period.**

In fact, Northamptonshire's population has increased by 29.9% over the past 30 years, compared with 17.7% across England.

It also estimates this will increase by a further 14% by 2041.

**29.9%**  
population  
increase

## The challenge

Police grant funding has not kept pace with this population increase and whilst historical local council taxbase increases have contributed to total funding, central government grants, have not.

This means that 55% of Northamptonshire Police's funding is allocated on the basis of a funding formula which has not been updated for over 10 years; therefore, does not reflect current demands; does not reflect modern policing and does not reflect the significant growth in the county.

**I seek your support and assistance to move forward with the review of the funding formula to ensure that the funding allocations used are fair and consistent across the country.**



# Safer Streets funding of more than £3 million has helped to improve safety across Northamptonshire since January 2020

## Safer Streets

Thanks to successful bids by the Office of the Police, Fire and Crime Commissioner Stephen Mold (OPFCC) significant amounts of money have been spent on areas that are disproportionately affected by acquisitive crime – theft, burglary and robbery.



## 2021/22

The Home Office confirms that all three bids for Northamptonshire in 2020 have been successful. It is one of just three counties in the country to be awarded funds for every bid it had submitted in the first round. Overall, the OPFCC is awarded £1.4 million to split between the three schemes.

Funding of £550,000 is put towards security improvements to car parks, safe bike parking facilities and safety enhancements to hundreds of homes on the Bouverie estate and Portland Place in Northampton. The town's CCTV system was also enhanced with the addition of 13 new cameras.

In Wellingborough, 74 gates are installed in alleyways to make properties in the Victoria area more secure from crime and shut them off from anti-social behaviour. There is also an extension of the town centre CCTV system with the addition of seven new cameras around Mill Road, Cannon Street and Knox Road. And 2,000 homes receive security packs, with 600 fitted with crime prevention devices. Overall funding for the area totalled £545,000.

And the All Saints area of Kettering benefits from £280,000 in funding. Eighteen alley gates are installed as are 15 new CCTV cameras. Sixty homes are also offered Ring doorbells, allowing homeowners to see who is knocking on their door, while a further 139 get home security products.

**74  
new  
gates**



2021/22

The OPFCC is successful in securing £400,000 in funding for the Hemmingwell estate in Wellingborough.

Much of the work focuses on new secure doors being fitted at more than 300 properties on the estate, in partnership with Greatwell Homes.

And more than £40,000 worth of home security products – including bike locks, timer switches and shed alarms – were handed out to residents who attended five community events in 2021.

This is on top of 10 new CCTV cameras that have been added to extend coverage in the area for North Northamptonshire Council, as well as several environmental improvements such as the removal of derelict garage blocks and cutting back trees to improve visibility.

In the autumn of 2021, the OPFCC is also awarded funding for the Safer Women at Night scheme, a sister scheme to the Safer Streets programme which is also being run by the Home Office.

Working with West Northamptonshire Council, we jointly have £800,000 to invest in the safety of women in the night-time economy.

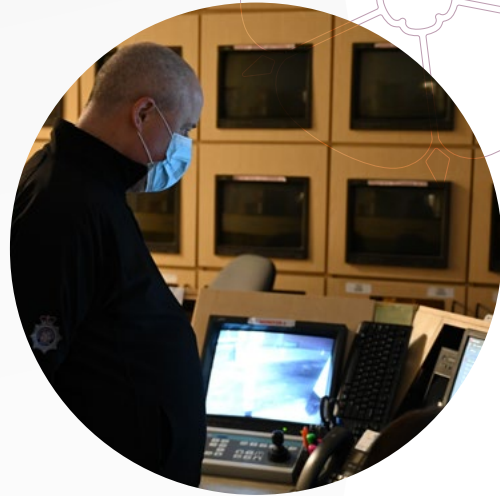
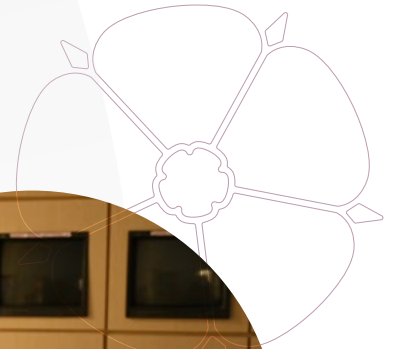
A number of venues in Northampton undergo Shout Up! training, which sees bar staff trained in how to deal with harassment of both guests and staff.

300  
secure  
doors



It also includes a £180,000 investment for new, monitored CCTV and help points in the Racecourse, Becket's Park, All Saints Plaza and Abington Street. ANPR cameras and other safety improvements are also installed in the Racecourse car park and a well-lit and signed safer walking route is implemented across Becket's Park to the town centre.

It coincides with the launch of the 'It Only Takes One' campaign, a multi-agency communications campaign highlighting all forms of harassment and violence against women and encouraging people to challenge bad attitudes and inappropriate behaviours.



## 2022/23

The OPFCC wins £1.7 million to spend across two different projects in the latest round of funding, and work has already underway to finish these projects by 2023.

The first project enhances the safety of women and girls enjoying the night-time economy in Northampton and Kettering. It includes the creation of a night safety charter; improvements to increase the safety of pedestrians on a night out in Bridge Street, Northampton; lighting improvements and alley gating; and an app to help map areas where people don't feel safe so that they can be improved.

Investment in ID scan technology will also let around 30 venues in Northampton and Kettering share information about people who behave inappropriately or dangerously, which will improve security for pubs and clubs that open past 1am.

And a ground-breaking partnership will see 'Stand by Her' training rolled out to young men in education to help them understand the impact of harassing behaviour on women and give them the skills to challenge safely and offer support.

The second project focuses on the Queensway area of Wellingborough, with around 600 new doors for 287 properties in Kiln Way and Minerva Way, once again in partnership with Greatwell Homes. Alleys in Shelley Road will be gated, while security lighting will be fitted to some properties and there will be a significant roll out of security products to residents.

There will be a major extension of North Northamptonshire Council's CCTV scheme with up to 15 new cameras on the estate, and car parks will be made more secure and brought to the Park Mark standard and activity schemes will be provided for young people.

**600  
new  
doors**

*"£1.7 million to spend across two different projects in the latest round of funding"*



## The picture today

Work is continuing on the Queensway estate. Work to install 43 gates on alleyways, including those near the primary school is well underway. The impact of these gates on anti-social behaviour and crime will be significant, giving offenders nowhere to hide, blocking escape routes, and giving local people confidence.

The door-fitting scheme is almost complete and North Northamptonshire Council is about to break-ground on the CCTV installation, so that the 15 new cameras will be operative as soon as possible.

Delivery of the Safer Streets project in Northamptonshire by Police, Fire and Crime Commissioner Stephen Mold and his team have been so successful that communities that haven't met the Home Office criteria for a bid for funding are asking how they get involved.

**15** **+**  
**new**  
**cameras**



Stephen Mold has created 'Safer Streets-Lite' that has run as a pilot project in the Kingswood area of Corby. A relatively small amount of money has been invested, which has been supplemented by work from the Probation Service and from North Northamptonshire Council, to carry out environmental improvements on the estate.

The Kingswood project has had impact and the Police, Fire and Crime Commissioner is now leading a group to see how the community can be involved in providing a sustained improvement in the area and creating a model that can be rolled out to other communities.

*"communities that haven't met the Home Office criteria for a bid for funding are asking how they get involved"*

## Tackling Violence Against Women and Girls

So far, we have secured £1.2 million including match funding to tackle Violence Against Women and Girls and increase women's safety in Northamptonshire.

This funding has helped the following projects:

### Safer Nights Out Van

Police, Fire and Crime Commissioner Stephen Mold helped match fund the launch of the Safer Nights Out Van – known as the SNOvan.

The SNOvan is available to anyone in Northampton town centre should they feel vulnerable or need assistance whilst on a night out. Staffed by volunteers from Northampton Guardians and Street Pastors, the SNOvan provides water and warmth, a phone charger, basic first aid and emotional or practical support.

A second SNOvan will be launched soon in Kettering town centre.

£  
**1.2m**  
for VAWG

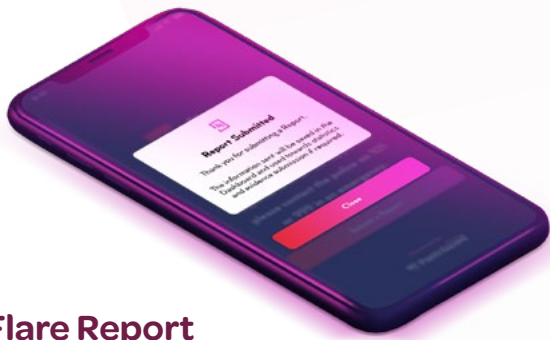


### It Only Takes One

In April, organisations across Northampton came together to launch the 'It Only Takes One' campaign, aiming to tackle violence and harassment against women and girls.

The campaign aims to challenge attitudes and behaviour such as cat-calling and unwanted comments that have an impact on women's lives and feelings of safety.

The Office of the Police, Fire and Crime Commissioner partnered with Northampton Town Football Club to promote the campaign in the New Year, with Cobblers players lending their backing in social media posts, and with posters and flyers placed around the club's Sixfields Stadium.



## Flare Report

The Flare report app has been launched to help women and girls feel and be safer on the streets of Northamptonshire.

The app allows women to report any incidents or behaviour that make them feel unsafe when they are out and about.

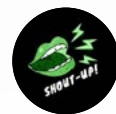
## Night-Time Economy Solutions

A review of the night-time economy in Northampton and Kettering has been conducted, asking members of the public how the towns could become even safer on an evening out. The survey asked people why they visit the town centres, what kind of things they don't like and what kind of experiences and venues they would like to see more of.

## ID Scanning Technology

The OPFCC helped to fund more than 20 late night venues in Kettering, Daventry, Wellingborough, and Northampton to be equipped with state-of-the-art security technology that will help them manage identification checks and share information about troublemakers.

## Shout Up!



Alongside our partners at Northamptonshire Rape Crisis, we have rolled out Shout Up! training to venues across the county.

The scheme offers training to venue staff to spot and deal with incidents of harassment in their licenced premises.

## Licensing SAVI



Bars and pubs in Northampton and Kettering have been urged to sign up to the LSAVI safety scheme, that will improve safety for their customers at their venues.

There are now 45 licenced premises across Northamptonshire signed up after completing an online self-assessment to show how safe their venues are.

## Stand By Her

Alongside Northampton College, Stand By Her training has been rolled out to help male students better understand sexual harassment and abuse against women.



# Police, Fire and Crime Plan 2021-2026

## My vision

Working with communities to make Northamptonshire safer.

## My values

It is more important than ever that our emergency services are seen to embody the highest ethical standards as we work to make a difference for our communities.

I expect Northamptonshire Police and Northamptonshire Fire and Rescue Service to be:



### Trustworthy

Doing the right thing with honesty and integrity

### Respectful

Treating the public and colleagues with care and dignity

### Innovative

Aiming for continuous improvement and learning

### Efficient

Working in a well-organised and competent way

### Effective

Successfully achieving the best outcomes for our community

### Transparent

Being open and honest in everything we do

## My priorities

- **Prevention that keeps the county safe**
- **Effective and efficient response**
- **Protect and support those who are vulnerable**
- **Effective justice**
- **Modern services that are fit for the future**





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