



# **ANNUAL REPORT OF THE AVON AND SOMERSET POLICE AND CRIME COMMISSIONER**

**1 April 2024 – 31 March 2025**

# Inside front cover

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Published June 2025

# 1. Introduction and Foreword

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Since I was elected as your Police and Crime Commissioner (PCC) one year ago, I've had the privilege to meet people from across all our urban, rural, and coastal communities.

The issues people raise with me are varied and diverse, like the population and geography of Avon and Somerset. Understanding the many different perspectives that exist, helps to provide me with a clear picture of the challenges we face in policing and organisations involved in the wider crime prevention landscape to give our communities the support they need.

Building safer, more resilient communities is a challenging task with the resources available, but it's one I'm determined to rise to, by using every tool at my disposal to do things differently and make a positive impact. There are always opportunities to develop new partnerships and improve the way we do things. I want people to feel a difference where they live - in the service they receive and the relationship they have with their local police.

I published my Police and Crime Plan in December 2024.

The five priorities I've set for the police, the Office of the Police and Crime Commissioner (OPCC) and all partners involved, include:

- To strengthen neighbourhood policing to provide that visible police presence, engage with communities, and tackle antisocial behaviour.
- To reduce violent crime, with a specific focus on male violence against women and girls and serious youth violence.
- A focus on prevention crime by working together with other organisations and the public to build safer communities.
- Supporting victims to ensure they get the help they need, when they need it.
- Improving standards of policing so that people receive a fair and effective service.

My team and I are currently turning all the ideas I heard during my first year in office, from people living and working here as well as from experts in my team and beyond, into an implementation plan, with specific actions, responsibilities and measures. My goal will always be to drive progress on the issues that matter most to the public and make a difference.

Police and Crime Commissioners (PCC) have a [legal duty](#) to publish an annual report covering two topics: the exercise of the PCC's functions, and the progress which has been made in meeting the police and crime objectives in the Police and Crime Plan.

I am responsible for the totality of policing and it is my role to be the voice of the people. The key duties of the role are to:

- secure an efficient and effective local police service
- appoint the Chief Constable, hold them to account for running the police service, and if necessary dismiss them
- set the police and crime objectives through a police and crime plan
- set the police service's budget and determine the precept
- contribute to the national and international policing capabilities set out by the Home Secretary
- bring together community safety and criminal justice partners, to make sure local priorities are joined up

This is the annual report of the Avon and Somerset PCC which covers the financial year 1 April 2024 to 31 March 2025. Throughout this report you will see how I fulfilled my duties and how they link to delivery of the Police and Crime Plan.

It is important to note that as well as this report an Annual Governance Statement is written as part of the Annual Statement of Accounts. To gain a different and fuller insight into how the governance framework helped discharge my duties these reports should be read together.

As this is an annual report it aims to focus on significant achievements, developments or improvements within the last year rather than describing in general terms how policing and crime services are being delivered.

However, it is important to provide an indication of the scale of work Avon and Somerset Police is doing every day which helps achieve the objectives of the Police and Crime Plan.

<b>A single day in Avon and Somerset Police</b>			
461	recorded crimes	848	999 calls
69	domestic abuse crimes	1,537	101 calls
9	rapes	916	Incidents
40	offences of violence with injury	207	anti-social behaviour incidents
271	victims	106	calls relating to concern for safety
129	suspects/offenders	13	missing people
5	assaults on officers/staff	144	calls relating to road traffic incidents

The figures in this table are calculated based on the total crimes/incidents/calls for the year 2024/25 divided by the 365 days of the year.

## **2. A year in numbers as your Police and Crime Commissioner**

- **I carried out 120 visits and engagements across the force area and nationally**
- **One Police and Crime Plan published**
- **1,519 contacts from members of the public recorded, and 152 police complaint review cases received into the OPCC**
- **Eleven monthly scrutiny meetings where I hold the police to account**
- **Eight public Police Question Times live-streamed across Facebook and LinkedIn, to ask questions of the Chief Constable in an open forum**
- **Over 16,000 followers engaged with the PCC through PCC social media channels, to read updates and share comments, thoughts and feedback**
- In 2024, OPCC volunteers achieved:
  - 646 individuals in custody were interviewed by Independent Custody Visitors. Their treatment, rights, and entitlements were checked and upheld.
  - 96 police complaint files were reviewed in full, with suggested areas for improvement prompting actions to be taken.
  - 191 cases of police use of force were scrutinised, with over 240 hours of body-worn video footage reviewed and areas for improvement identified.
  - 87 Community Resolution cases were reviewed, including cases involving sexual offences, domestic abuse, hate crime, and youth knife possession. Feedback was shared with magistrates and the Local Criminal Justice Board to drive change.
  - An independent expert Board continues to oversee the Tackling Disproportionality programme, helping to ensure it remains focused on achieving long-term, anti-racist reforms in our criminal justice system.

### 3. Developing a Police and Crime Plan

**“Listening to the people of Avon and Somerset has been at the heart of creating this Police and Crime Plan. It’s a plan built around clear priorities and informed by your ideas on how to deliver them.” – Clare Moody, Police and Crime Commissioner**

Developing the Police and Crime Plan is one of the most significant responsibilities of the Police and Crime Commissioner. It serves as a cornerstone, ensuring that the voices of Avon and Somerset residents influence how policing priorities are brought to life.

An essential component of this process was the public consultation. As the bridge between the public and the police, it was vital that everyone had the opportunity to contribute their ideas about how these priorities should be enacted.

Key activities in the consultation included:

- Issuing over 20,000 postal surveys, targeting areas which are most ethnically diverse to improve the representativeness of the responses.
- Promoting the consultation widely through:
  - Updates and news articles on the OPCC website.
  - Social media channels, including Facebook, Instagram, LinkedIn, Nextdoor, and X (formerly Twitter).
  - Local radio appearances and press releases to local and digital media.
  - Regular columns in local publications.
  - Letters and emails to key partners and stakeholders.
- Hosting six public forums across Avon and Somerset, advertised across social media and locally in each area.
- Gathering over 1,111 in depth responses to the online survey, which included nearly 5,000 free-text responses filled with ideas and suggestions.
- Engaging directly with communities through focus groups and meetings, including with often under-served communities.

These efforts ensured a broad range of voices were heard. Public forums and focus groups allowed residents to share their concerns, ideas, and hopes for their communities face-to-face.

The resulting Police and Crime Plan reflects the shared aspirations of the people of Avon and Somerset. It incorporates their ideas, ensuring the priorities are not only clear but effectively enacted to meet the unique needs of every community.

Quotes to use in the spread:

“There's not as much advisement in the violence against women and girls space around how to spot warning signs of VAWG, and if you do suspect it's happening to you or someone else,

what do you do? Is it a case of reporting? Or do you make an approach if you know them?  
Or  
how could you offer support?" MVAWG Survivors Focus Group

"Engage the public as communities that are well-connected and informed are better able to recognise and respond to crime. Neighbourhood Watch schemes, community meetings, and local forums can all foster a sense of shared responsibility for safety." Survey Response

"Would like to see police on foot, out of cars, not just driving past." BANES Forum

## 4. Performance against the Police and Crime Plan

***“It is my responsibility to ensure that the priorities outlined in our Police and Crime Plan translate into meaningful improvements for the people of Avon and Somerset.***

*Looking ahead, my team is developing an implementation plan to ensure the ideas and feedback gathered through the recent Police and Crime Plan consultation and since deliver measurable and lasting change. This assessment combined with engaging with the measures from the independent scrutiny of His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) provide invaluable insights into performance and service delivery, helping to drive improvements and ensure transparency for the public.” – Clare Moody, Police and Crime Commissioner*

The overarching objectives of the Plan are to reduce crime and harm, have more confident communities and safer places and effective policing and partnerships: the below data are measures which cut across all the priorities.

### Reduce crime and harm

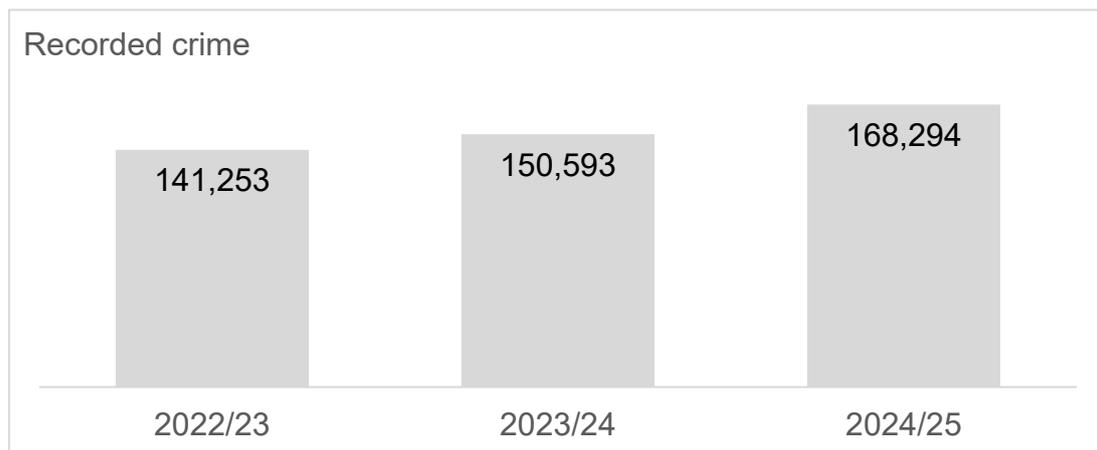


Figure 1: Avon and Somerset Police recorded crime for the years 2022/23 – 2024/25.

In 2024/25 recorded crime was 19% higher than two years ago. These increases can largely be attributed to better crime recording of offences such as stalking and harassment and rape and serious sexual offences.

## More confident communities

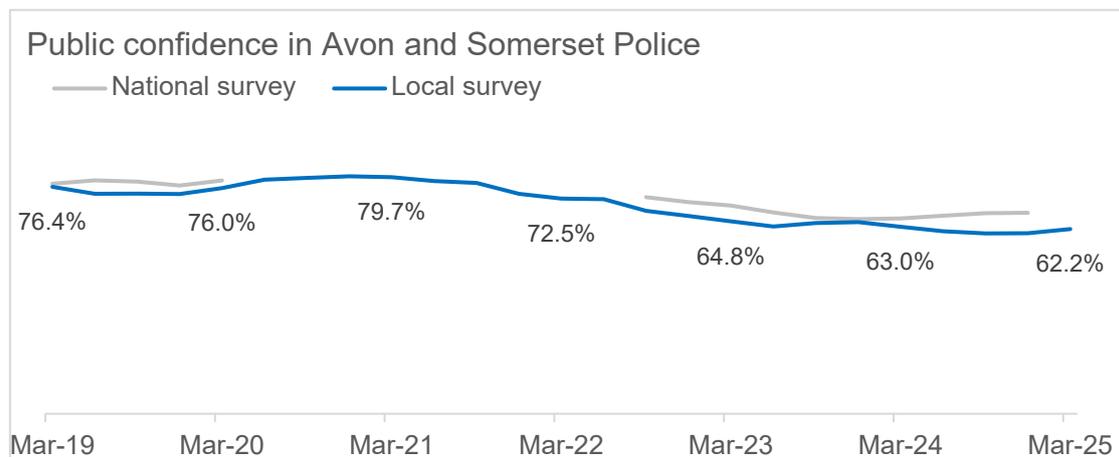


Figure 2: percentage of people that agree they have confidence in Avon and Somerset Police – as measured through the local Police and Crime Survey and the Crime Survey for England and Wales – for the years 2018/19 – 2024/25.

The most recent year of the local survey shows a continued decline in the levels of public confidence in Avon and Somerset Police. There has been a decline in confidence for policing nationally over a number of years. Based on the national survey the latest data shows a very small increase in confidence.

## Safer places

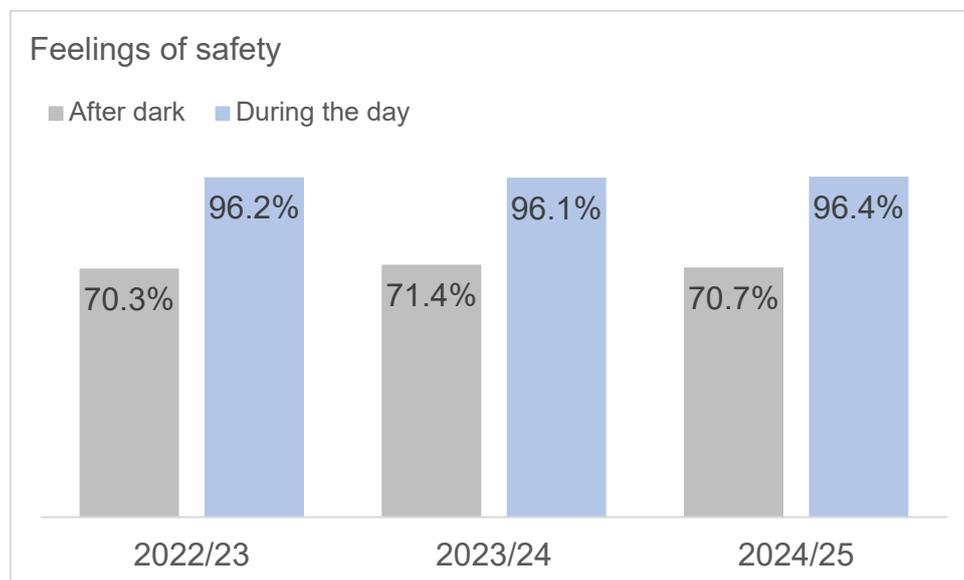


Figure 3: percentage of people that agree they feel safe in their local area – as measured through the local police and crime survey – for the years 2022/23 – 2024/25.

Feelings of safety have remained largely unchanged over the last three years. Nearly everybody feels safe in their area during the day but only seven in ten people feel safe after dark.

## **Priority 1 – Strengthen neighbourhood policing to provide a visible police presence, engage with communities, and tackle Anti-social behaviour**

### **Working to prevent Anti-social behaviour (ASB) and serious violence**

Work has continued alongside the police to deliver the Home Office funded ASB / Serious Violence Hotspots project, which involved the police delivering 10,000 hours of additional foot patrols in hot spot areas, alongside a range of preventative, educational and diversionary activities delivered by partner organisations. The increased police presence in these communities provided much-needed reassurance to those who are most impacted by these behaviours. Find out more about the results in the upcoming section.

The Home Office has confirmed similar levels of funding in 2025/26 to continue this work throughout the next financial year, with a target to deliver 14,000 hours of additional high-visibility policing. The University of Portsmouth is currently carrying out research into how hotspots are identified, which will be used to support the planning process for where the additional patrols will be carried out throughout this year.

### **Hearing from you**

During 2024/25, I carried out about 120 visits and engagements across the force area and nationally. These included visits to: commissioned specialist support services, voluntary sector organisations, elected officials, community groups, businesses, internal neighbourhood policing teams, and national policing related events.

I have visited all five local authority areas, all five Violence Reduction Partnerships and Community Safety Teams.

In Bath and North East Somerset, I visited Bath MP Wera Hobhouse, Julian House, the Advice, Support, Custody and Courts (ASCC) Service delivered at Keynsham Custody, Bath City Farm, the BANES Violence Reduction Partnership annual conference, and a women's public safety meeting. Clare also visited young people, domestic abuse, and drug and alcohol specialist services. Other organisations visited included Youth Connect South West, Project 28 run by Developing Health and Independence and Voices Charity, which works with victims of domestic abuse.

In Somerset East and South, there were visits to Yeovil MP Adam Dance, Yeovil crime reduction team, a walk about in Yeovil Town Centre, Chard Together annual event, Methodist Homes Communities South Somerset, Frome Town Council, Buckland Dinham, Ilminster Town Council, Chewton Mendip, Chard Town Council, and Chard Police Station. While in Somerset West, visits were made to Taunton Chamber of Commerce, Bridgwater Together, the rural affairs forum, Exmoor Local Community Network, attendance at the Youth Safety Day in Bridgwater, a meeting with Tiverton and Minehead MP Rachel Gilmour and visiting Williton where members of the Parish council and neighbourhood policing team discussed local policing concerns, visited the newly named 'Watchet Harbour Police Post'. I also met with Programmes Director at the Somerset Community Foundation and some of the recipient of the PCC's Crime

Prevention Grant, Escapeline, SARSAS and Somerset Diverse Communities run by the Somerset City Council.

In South Gloucestershire, there were visits to 1625 Independent People- a charity which support young people aged 16 to 25 in Bristol, BANES, and South Gloucestershire. Thornbury Town Council, Emergency Services Mental Health Triage, Thornbury police station, and a knife crime community event organised by Bristol North East MP Damien Egan. I also visited HMP Eastwood Park and HMP Leyhill.

In North Somerset, there were visits to the Walk in Hope in Bournville, Weston-super Mare, Ramadan celebrations, WithYou, Voluntary Action North Somerset, speaking at the closing ceremony of the Knife Angel and speaking at the annual Soroptomists event in November. I welcomed North Somerset MP Sadik Al-Hassan to Police Headquarters, building his knowledge of Avon and Somerset Police.

In Bristol, I visited the Sexual Violence Therapies Alliance, Somerset and Avon Rape and Sexual Abuse charity, Womankind, Southmead Project, some of which provide services across the force area. The Bridge Sexual Assault Referral Centre, SafeLink / NextLink, South West Advocacy Network's Victim of Crime Advocacy Service, Eastside Community Trust, Black South West Network, Changing Futures, Empire Fighting Chance, Ambition Lawrence Weston, The Wheels project, HMP Bristol, the newly opened Key Café run by The Restore Trust, Ashley Community Housing- a refugee and migrant charity, community groups in South Bristol, met and held events with Bristol North MP Darren Jones, Bristol East MP Kerry McCarthy, Bristol South MP Karin Smyth and some councillors. I also attended the civic memorial for Dr Paul Stephenson, and International Women's Day events.

I held public forums in each of these areas during the preparation of the Police and Crime Plan.

### **Internal Avon and Somerset Police visits**

While external engagements were being carried out, Clare attended internal Avon and Somerset Police visits. I had one or more meetings with all Superintendents, anti-social behaviour leads, neighbourhood police Chief Inspectors across the force area, portfolio leads, Major Crime Investigation team, I also visited Keynsham Police, Bridgwater Police and Patchway Police custody and the response team, some of the specialist teams, e.g. the Drone team, the Control Centre, Dogs Unit, Fire Arms, Regional Underwater search team, and I met with Sex Work Liaison officers.

During my external engagement visits I had the opportunity to visit police stations and talk to officers. Some of the police stations visited were:

- Burnham On Sea Police
- Broadbury Road Police
- Bridewell Police
- Bridgwater Police
- Bath Police
- Chard Police
- Chipping Sodbury
- Kenneth Steel House

- Thornbury Police
- Radstock Police
- Watchet Harbour Police Post
- Weston-super Mare Police
- Yeovil Police

A new rolling engagement programme for the coming year is now being planned. Visits are now booked using our new Community & Stakeholder Engagement App to start mapping and recording engagement visits. The App can be used to plan and analyse engagement visits.

Priority has been given to new commissioned services and looking at our policy areas of focus including MVAWG, Serious Youth Violence and Community Policing.

### Avon and Somerset Police update

#### **Visible policing and community engagement**

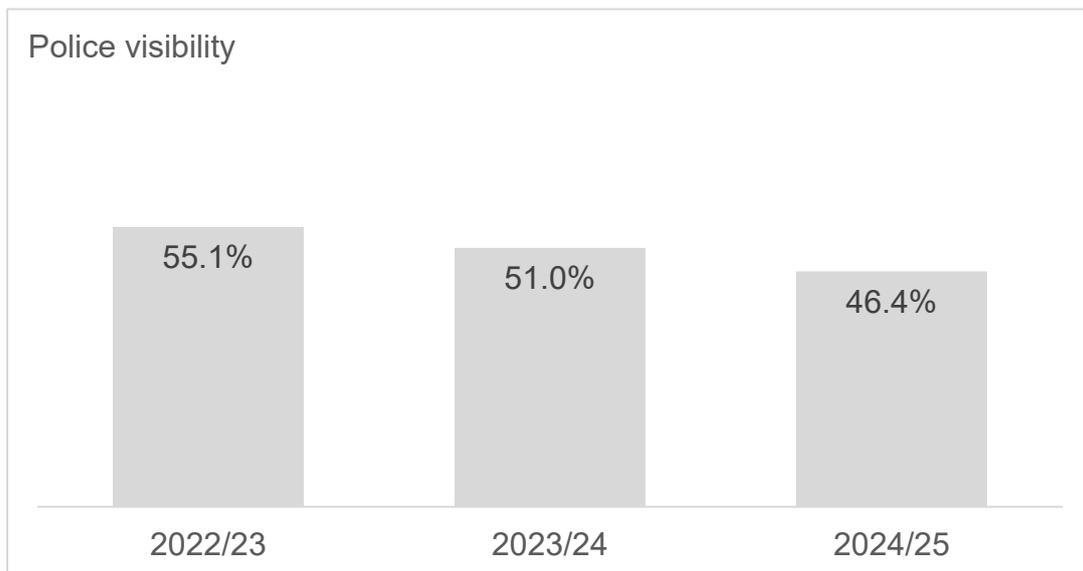


Figure 4: proportion of people who had seen a police officer or PCSO within the last month – as measured through the local police and crime survey – for the years 2022/23 – 2024/25.

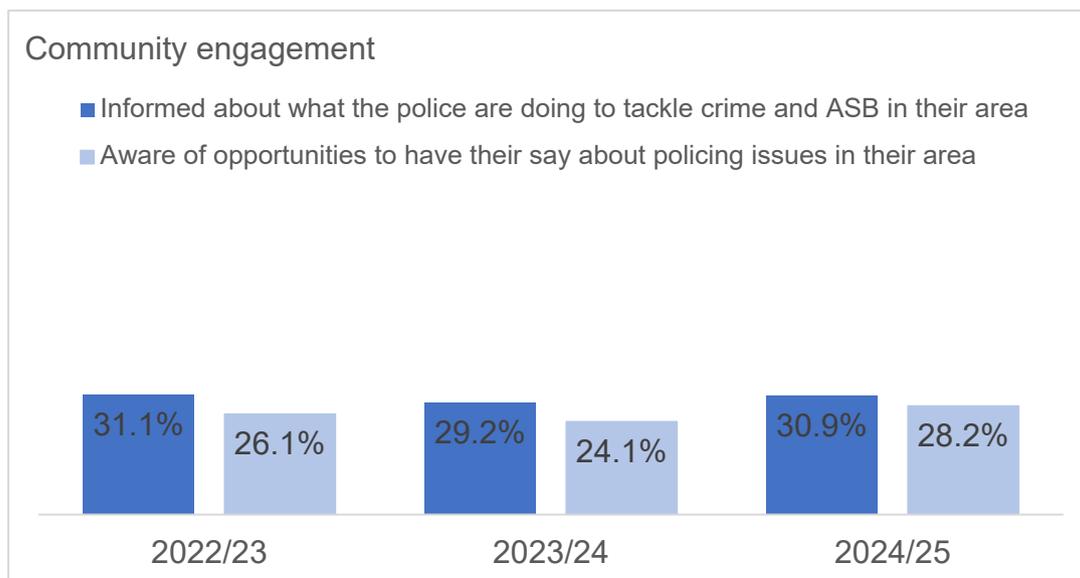


Figure 5: percentage of people that feel informed about what the police are doing to tackle crime and ASB in their area and percentage of people that are aware of opportunities to have their say about policing issues in their area – as measured through the local police and crime survey – for the years 2022/23 – 2024/25.

Avon and Somerset Police officers spent more than 10,000 hours on additional foot patrols targeting anti-social behaviour (ASB) and serious violence in the last year. These proactive patrols, delivered by police officers and local authority street marshals, were in addition to regular duties. This was extra funding allocated to my office, by the Home Office, and the patrols targeted areas where data and community intelligence suggested offenders were most likely to cause harm, focusing on the busiest locations.

The patrols were designed to reduce crime, improve community safety and focus on community engagement; officers spent time engaging with communities and businesses, understanding local concerns, developing community intelligence, and providing reassurance.

The increased presence of uniformed officers in 72 locations resulted in:

- 174 ASB interventions
- 121 arrests
- 74 intel submissions
- 56 stop searches
- 13 weapons recovered

The strength of this kind of tactical policing work was evidenced on Saturday 29 March when two patrol officers recognised a small group of people suspected of being involved in a drug exchange on Cannon Street, Bristol. Following a short foot chase, a 19-year-old man was arrested soon after on suspicion of possession with intent to supply a class A drug. A later search of the immediate surroundings uncovered a knife that had been disposed of quickly. In custody, the suspect was subsequently arrested on suspicion of possessing a bladed article in a public place.

## Anti-social behaviour (ASB)

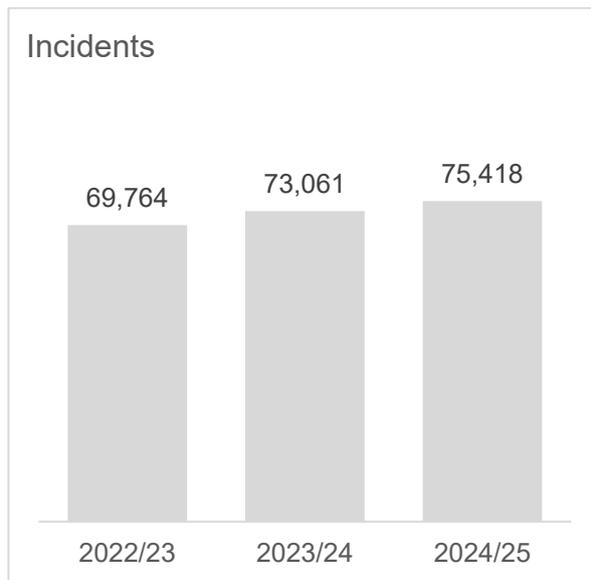


Figure 6: Avon and Somerset Police recorded ASB incidents for the years 2022/23 – 2024/25.



Figure 7: Avon and Somerset Police recorded ASB victim satisfaction rate for the years 2022/23 – 2024/25.

ASB incidents have increased slightly in the most recent year. However, victim satisfaction has also increased.

To complement patrol and enforcement activity (mentioned above) the Home Office funding was also invested into a variety of local initiatives, with police and local partners working closely to address the drivers of these behaviours. These initiatives involved various education and diversionary activity.

- Deployable unmarked 'teachable moments' engagement cars, staffed with a police officer and a youth worker. This enabled engagement with young people at key locations, who are at risk of committing or becoming victims of violent crime. Where appropriate, the youth worker signposts or refers the young person to relevant services or activities in the community. This intervention is intended to mitigate any risk identified and provide the individual with a positive alternative pathway towards healthier outcomes.
- A combination of sports diversionary activities and mentoring sessions targeting and supporting young people involved in (or at risk of becoming involved in) ASB and/or serious violence. This has already resulted in a reduction of negative behaviours such as street drinking, as well as offending, by those who have engaged with this service. Feedback from those mentored showed increases in confidence, leading to increased engagement in education and employment and a reduction in offending.
- Detached youth work focusing on education and diversionary activities, as well as access to apprenticeship and employment opportunities. There has been a notable de-escalation of negative behaviours observed by previously identified 'at-risk' young people.

Avon and Somerset Police have also conducted extensive research, including a comparative analysis of other police areas, to identify best practices and areas for

improvement. They have already implemented some 'quick wins' to enhance the response to ASB including community engagement, streamline reporting processes, and increase visibility of patrols, thereby laying the groundwork for a more effective and sustainable long-term strategy.

## **Priority 2 – Reduce violent crime, with a specific focus on (a) male violence against women and girls and (b) serious youth violence**

### **Safer streets**

Through the Home Office funded Safer Streets five initiative, the OPCC has been focused on delivering bystander intervention training to reduce Violence Against Women and Girls in the nighttime economy. Over 250 nighttime workers have been trained, and training has been opened up to broader audiences, including colleges, gyms, hotels and housing. An extended train the trainer session took place in February, to upskill colleagues to deliver bystander intervention to their colleagues and communities. Those that took part included licensing, mental health trainers and frontline support services.

The Domestic Abuse Perpetrator scheme, The Drive Partnership continued work aiming to reduce the number of child and adult victims of domestic abuse by disrupting and changing perpetrator behaviour through intensive individual case management intervention, alongside a co-ordinated multi-agency response. The project focuses on increasing victim safety alongside the crucial protective work of victims' services.

### **Using knowledge from improving policing response to rape and serious sexual offences, to improve response to domestic abuse**

In 2021, Avon and Somerset Police pioneered Project Bluestone to radically improve its response to rape and serious sexual offences (RASSO). This police-academic collaboration gave rise to Operation Soteria Bluestone and the National Operation Model (NOM) for RASSO. This has resulted in more reporting, which is a positive outcome. Domestic Abuse is a larger group of crimes, with different patterns but it will benefit from the same rigorous academic and practical approach that delivered Operation Soteria and, because of the prevalence of domestic abuse, it may have a much wider impact. As a result I have underwritten Project Bright Light, which is working again with academics. This project holds the potential to transform the response to domestic abuse within Avon and Somerset Police.

### **Violence Reduction Partnerships making a difference**

As Chair of the Avon and Somerset Violence Reduction Partnership (the ASVRP), the PCC has been continuing to drive forward collective action across the area on addressing serious youth violence and to support the work of the Local Violence Reduction Partnerships (Local VRPs) based in the five Local Authority areas.

During 2024-25 the ASVRP delivered a range of interventions reaching over 13,000 children and young people. In total there were 39 interventions operating during the year with services delivered ranging from targeted one-to-one or group activities such as mentoring and violence prevention lessons, to sports programmes, school workshops, pop up advice events and knife crime awareness sessions.

I continue to build the case for ongoing investment in tackling serious youth violence.

## Avon and Somerset Police update

### Male violence against women and girls

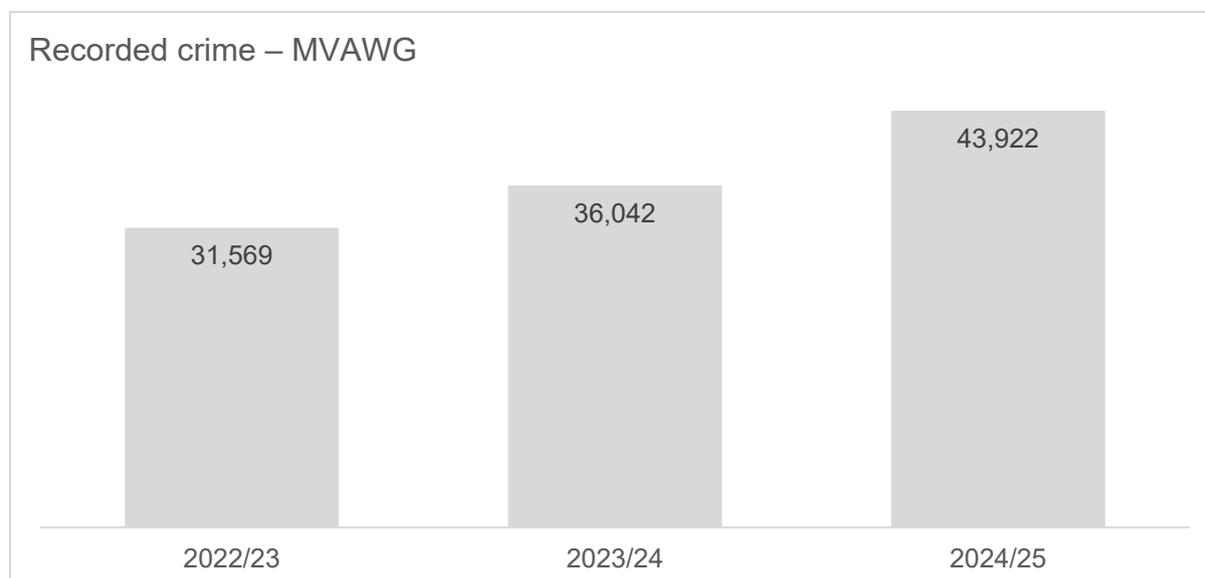


Figure 8: Avon and Somerset Police recorded crimes of male violence against women and girls; for the years 2022/23 – 2024/25.

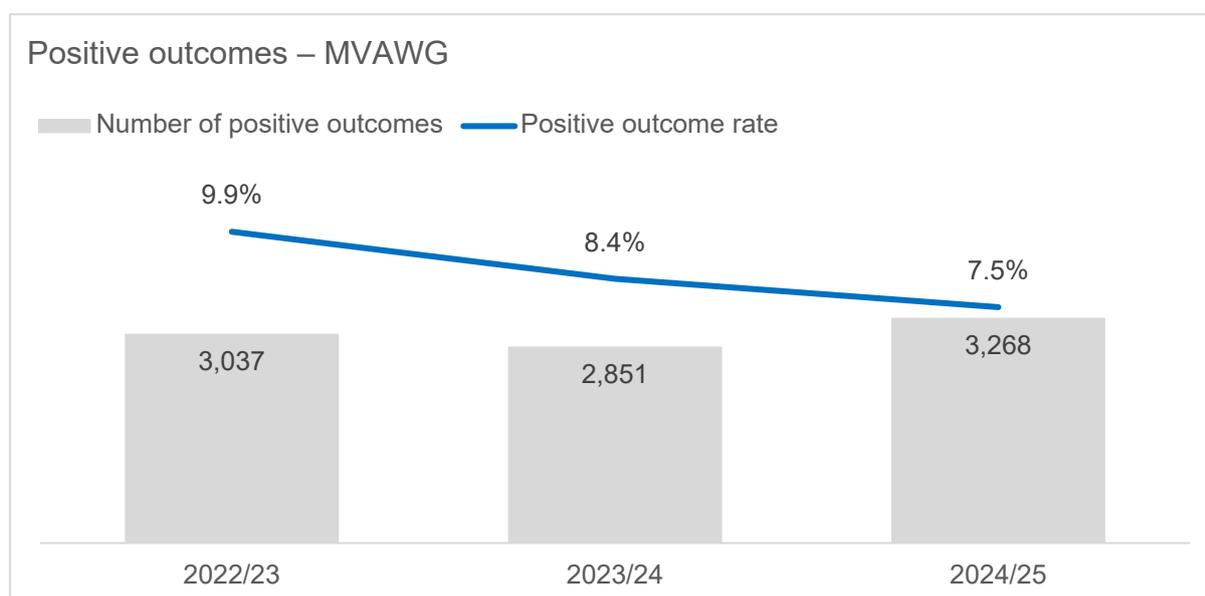


Figure 9: Avon and Somerset Police number and rate of positive outcomes of male violence against women and girls crimes; for the years 2022/23 – 2024/25.

There has been a 43% increase, 3,800 more, stalking and harassment crimes recorded this year which can be attributed to better crime recording. This improved crime recording has also had a smaller increase on the number of sexual offences recorded. This increase in the number of recorded crimes has caused the positive outcome *rate* to decrease, despite the volume of positive outcomes increasing by 15%.

The below areas are the headlines of the VAWG work ongoing currently, which includes points of good work. Future work will focus on VAWG data accuracy and will aim to include a 'victim centred', 'suspect focused' and 'context led' approach to our VAWG strategy.

Operation Bluestone/Soteria	The specialist rape and serious sexual offences investigation teams are well embedded and generated over 400 charges last year. Avon and Somerset Police continue to lead the national effort to implement the National Operating Model and received a special recognition award in late 2024 for their efforts in this sphere.
Project Bright Light	Project Bright Light is working to bring the academic principles that underpinned Bluestone/Soteria to domestic abuse. This was funded in the last year with the research having taken place. The findings will be shared and improve ways of working will start to be implemented throughout 2025/26.
Operation Vigilant	Operation Vigilant aims to prevent MVAWG in the night-time economy. A combination of uniformed and plain clothes officers patrol areas outside night clubs, bars, and pubs to tackle people who may be displaying signs of predatory behaviour.
Stalking and Harassment	Ongoing Stalking and Harassment training has been delivered to teams across the force and a stalking event was held in November 2024. The Stalking lead for the force has been working with the Crown Prosecution Service around training and producing training videos around Vulnerability, coercive controlling behaviour and stalking.
Cyber Protect	The Cyber Protect officer delivers sessions, both internally and externally on how technology can be used to abuse victims and how they can be safeguarded. For example a recent MVAWG DA Tech Enabled Abuse session with Next Link (DA support service), highlighted the many ways DA victims can be abused through technology and provided prevention advice.
Walk and Talk and Youth Walk and Talk	The Neighbourhood teams lead this scheme which invites women to meet with female officers and PCSOs to show them around the areas which they feel vulnerable or unsafe. The feedback is used to inform local changes. In addition, schools in Somerset East are engaged with youth Walk and Talks which is a pilot following focus groups which took place across each local authority area to gain insight and understanding of girls (aged 11-18 yrs) concerns and how the police could help.
Sexual Misconduct Advocates	Avon and Somerset Police have engaged 20 of their staff to be sexual misconduct advocates: they started in June 2024. The advocates support victims of sexual misconduct in the workplace and aim to increase trust and confidence in reporting. Since starting this service, there have been 21 sexual misconduct advocate referrals.
Operation Balearic	This pilot operation involved deploying Independent Domestic Violence Advisers alongside Patrol officers to visit victims of domestic abuse when a domestic abuse (DA) perpetrator had been arrested. This led to significantly more victims engaging

	with follow up support compared with the usual process and better engagement with the investigative process.
Bristol Safer Spaces	Two pilots have now taken place of Bristol Safe Space which is a partnership between Avon and Somerset Police and the Bristol Business Improvement District (BID) to address MVAWG incidents. The safe space offered a secure environment for people seeking help on a night out, such as to wait for friends or transport, to access essential support services and facilities like phone charging, water, basic first aid, in a pop-up support centre. The pilots are now being evaluated with discussions around next steps to continue this opportunity.
VAWG at Football	Avon and Somerset Police have been working with Bristol City FC to develop a new initiative to prevent VAWG offences at their football matches, increase reporting and keep officers and women safe. This is due to launch at the start of the new season in August 2025.

### Project Nightlight

Nightlight is an innovative partnership project co-led by a Child Sexual Exploitation worker based within Barnardo's, and a Police Sex Work Liaison Officer. An area of Bristol that has been identified as a 'hotspot', where children are at increased risk of being targeted by dangerous adults for the purposes of exploitation; this is also an area where on-street sex workers are present. In order to make the area safer for children and young people it was helpful to work with street sex workers. This led to the beginnings of Nightlight.

The Nightlight Team patrol the areas of Bristol where street sex work is prevalent. The objective is to form trusting relationships with the female street sex workers, who can provide valuable information about street-based exploitation of children, recognising that the women can play an integral role in safeguarding some of Bristol's most at risk children and young people. The team partner with the women in their aim of identifying children at risk of exploitation, providing them with opportunities to share vital safeguarding information. This includes any sightings of children and young people and details of customers they have interacted with who they believe may pose a risk to under 18s. In addition, the women are encouraged to share safety concerns for themselves and their peers, relating adult sexual exploitation and physical assaults.

The Nightlight Team have had 124 conversations with on street sex workers in the last 12 months, identified 20 children at risk and taken disclosures of 65 dangerous men. The Project has received local and National recognition, been granted a local Excellence in Policing Award; and won a National Award in VAWG in Seldom Heard Communities. The project is also being considered for national roll-out and the NPCC are including the project as an example of 'Best Practice'.

### Serious youth violence -

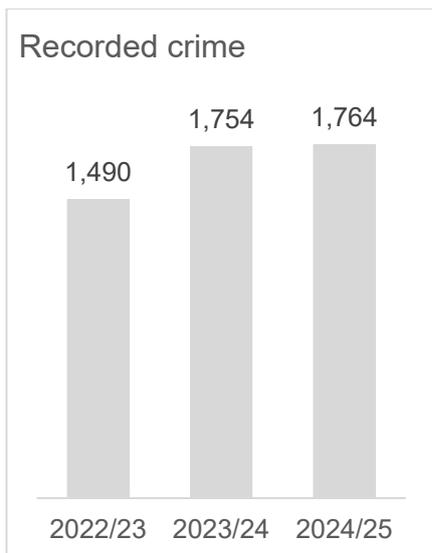


Figure 10: Avon and Somerset Police recorded serious youth violence crimes for the years 2022/23 – 2024/25.

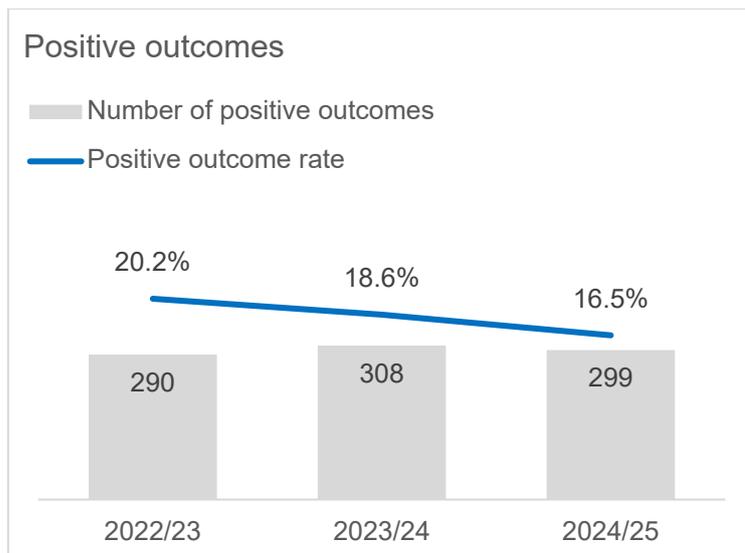


Figure 11: Avon and Somerset Police crime outcomes; positive outcomes (and rate) for serious youth violence; for the years 2022/23 – 2024/25.

The number of serious youth violence crimes recorded this year is almost unchanged on the previous year. However, there has been a further reduction in the positive outcome rate this year.

From 11–17 November, policing across England and Wales came together for Operation Sceptre, a national effort to tackle knife crime and make our communities safer. This campaign focuses on removing weapons from the streets, educating young people about the dangers of carrying knives, and building stronger relationships with the community to prevent future violence. This week of action came at a crucial time for communities of Avon and Somerset, which had seen a number of knife-related murders of children in Bristol earlier in the year, where the perpetrators themselves were also largely children.

Throughout the week, police officers focused on key efforts to tackle knife-crime directly. Their actions included:

- 7 arrests for knife-possession offenses
- 71 knife sweeps in public open spaces, recovering 6 knives
- 347 knives surrendered across 22 surrender bins
- 46 community engagement events
- 57 school educational workshops and visits delivered
- 60 retail visits to check shops are following laws on selling knives

To further address the root causes of knife violence in Bristol, Avon and Somerset Police ran Operation Hardy, a team focused on identifying and supporting young people who were at risk of becoming involved in violence or exploitation and disrupting those who seek to cause harm and drive violence.

In addition to enforcement, new laws this year have made it illegal to own certain types of “zombie-style” knives and machetes. To keep these dangerous weapons off the

streets, the Home Office ran a national campaign asking people to hand in any banned items. Avon and Somerset Police received over 1,000 knives and bladed items during this effort, ensuring they won't end up in the wrong hands. Across the region, there are also more than 20 weapon surrender bins available all year round, where anyone can anonymously and safely get rid of knives or weapons, no questions asked.

Operation Sceptre is not only about taking action but also about raising awareness and getting communities involved in solutions. "Education and awareness are two of the most powerful tools we have to prevent knife crime," Chief Inspector Vass said. "By connecting with the public through these events, we're not just responding to knife crime—we're working to stop it before it starts. Knife crime impacts everyone, from young people carrying knives to families affected by robbery, drug crime, and violence."

Alongside this work to prevent serious violence in the first place, Avon and Somerset Police teamed up with HeartSafe UK and NHS England South West to launch the Avon and Somerset Bleed Kit Partnership, an initiative to roll out emergency bleed kits to communities across the region. This month, that initiative reached over 400 kits that are now installed and instantly accessible for members of the public to use in a life-threatening emergency involving a serious bleed.

Chief Inspector Vass added, "Preventing knife crime is a shared responsibility. The more we work together—police, families, schools, and communities—the better chance we have to protect our young people and make our streets safer for everyone."

# Priority 3 – Prevent crime by working together with other organisations and the public to build safer communities

## Leading nationally on prevention

I am the national lead on prevention for the Association of Police and Crime Commissioners. My role is to represent Association of Police and Crime Commissioners members, to influence legislation, policy, and funding decisions concerning prevention and the well-being of children and young people, while also collaborating with national partners.

## Reducing reoffending

To support reducing reoffending - the OPCC developed an Avon and Somerset Reducing Reoffending Strategy and action plan. A development workshop took place in February 2025, attended by probation, prison, community safety representatives from each local authority level, public health and the voluntary sector. It was agreed that the role of the Community Safety Partnerships in reducing reoffending would be re-invigorated and their priorities have been updated.

### Avon and Somerset Police update

## Reducing reoffending

Proportion of Offenders who Reoffend  
- Year Ending June

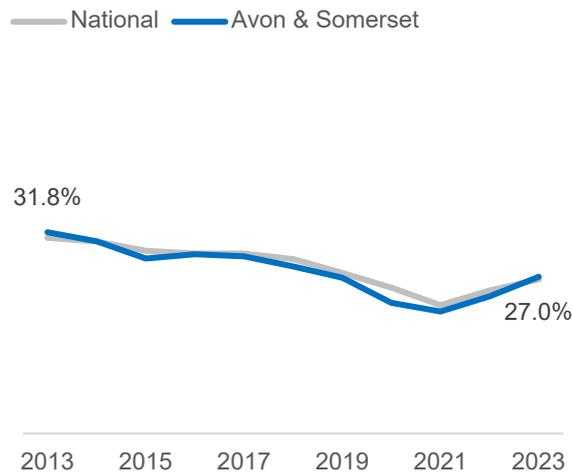


Figure 12: Proportion of offenders who reoffend – cohort years ending June 2013-2023.

Average Reoffences per Reoffender  
- Year Ending June

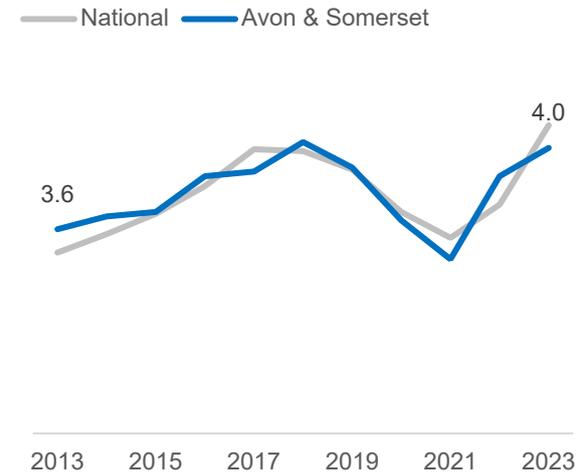


Figure 13: Average number of reoffences per reoffender – cohort years ending June 2013-2023.

In the most recent year, compared to the year before that, there has been an increase in the proportion of offenders who reoffend and the average number of reoffences both locally and nationally. The overall reoffending rate is lower than 10 years previously but the average number of reoffences is higher.

Avon and Somerset Police's Integrated Offender Management (IOM) department has been managing more offenders across all cohorts: Serious Acquisitive Crime, DA and High Harm perpetrators). Desistance rates remain over 90% for people managed by IOM, with a significant reduction in offending or complete cessation of offending within two years of being managed by IOM.

A prolific offender known for burglary, robberies and shoplifting: he was linked to over 600 occurrences across Avon and Somerset. His first conviction was in 2006 and he has spent a significant amount of time in prison. The IOM Team received a referral in September 2020 for the offender which detailed that he was sleeping rough in a Taunton town centre car park, in poor health physically and mentally and using amphetamine and heroin daily. The offender was linked to numerous stolen properties to fund his habit. He was regularly missing appointments with probation and initially had limited engagement with IOM. In November 2022 he received a custodial sentence for 8 theft offences and was released January 2023.

During this time the IOM Team reviewed the circumstances and tried to plan for his release. Initially he had no accommodation and was sofa surfing, but he engaged with his Offender Manager, and she supported him to attend his probation and Drug & Alcohol Service appointments. She also liaised with housing and fought hard to ensure that they recognised the threat to his physical safety from those involved in his previous attack. This resulted in him being given temporary hotel accommodation. With some housing stability, the Offender Manager was then able to encourage and assist him to further engage with Mental Health services and the GP and his drug use reduced. He was named and interviewed for a theft in February 2023 this job was filed no further action – this is the last recorded crime. His mental health, general wellbeing, engagement and attitude significantly improved. He continued to engage with his Housing Officer and was successful in obtaining a tenancy.

The offender completed his time with probation in May 2024. His Offender Manager continued to work with him to ensure that he was settled and had the correct support to maintain his tenancy and continue to make positive steps. This year (2024) he was given a national 'Inspiring Possibilities' award from Turning Point. His Offender Manager travelled with him to an awards ceremony in Birmingham for him to receive the award. He has now, as of October 2024, been deselected from the IOM cohort.

## Road safety

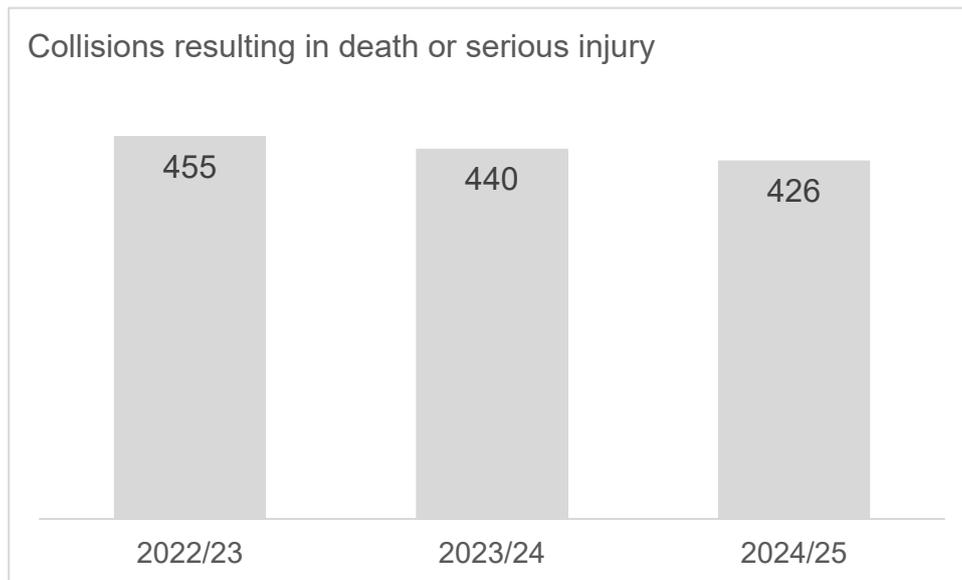


Figure 17: Number of road traffic collisions in Avon and Somerset that resulted in death or serious injury, for the years 2022/23 – 2024/25.

### Unmarked Road Safety Enforcement Vans

In the last year Avon and Somerset Police introduced unmarked road safety enforcement vans to tackle persistent speeding in targeted locations across Avon and Somerset. This initiative follows extensive evidence gathered from community reports, Community Speedwatch schemes, and collision data, highlighting areas where excess speed is a recurring problem. The aim is to deter speeding and prevent serious collisions by encouraging consistent safe driving behaviours. In addition to detecting speeding offences, the new vans are equipped with 360-degree cameras and long-range detection technology capable of identifying other road traffic offences, including failure to wear a seatbelt and using a handheld device while driving. The vans also feature infrared capabilities for night-time enforcement and automatic number plate recognition (ANPR) technology. This means that offences can be detected day or night. These enforcement vans are helping to tackle some of the fatal five offences i.e. the five most common factors that contribute to fatal and serious injury collisions in this country.

In November 2024, as part of Operation Harmony, Avon and Somerset Police targeted five areas where there had been a significant number of road deaths or serious injuries or where community intelligence was demonstrating high volumes of road risk. These areas were (1) Avonmouth, Portishead, Clevedon (2) Airport and the A38 corridor (3) Exmoor – Wellington, Milverton, Wiveliscombe and Minehead (4) Frome (5) Bath. The Road Safety Enforcement Team deployed to the locations with a member of the Neighbourhood Policing Team to provide in-depth knowledge of key locations and local offenders, and ANPR 'hotlists' were also programmed to flag local targets. This coordinated approach yielded some fantastic results, sending a strong message to the public that dangerous drivers, and those involved in criminal activities on the road networks, won't be tolerated. The results were:

- 9 arrests for multiple offences: e.g. drug-driving, concerned in the supply of class A drugs, disqualified driving, vehicle theft, prison recall, wanted on warrant, and Community Behaviour Order breaches
- 18 uninsured drivers caught plus 13 vehicles seized
- 521 speeding offences, two of which were 61mph in a 30mph zone
- 48 speeding detections from the unmarked Road Safety Enforcement Van
- Other offences of illegal number plates, mobile phone offences, a seatbelt offence, an untaxed vehicle.

## Priority 4 – Support victims to ensure they get the help they need when they need it

This year, we successfully recommissioned victim support services, ensuring comprehensive and tailored support for victims of crime across our area.

I am also the lead for the Association of Police and Crime Commissioners on the Victims and VAWG portfolio.

### Victims Services Recommissioning

#### Lived Experience Group

At the heart of this recommissioning process was a Lived Experience Group, made up of individuals who have first-hand experience as victims of crime. Their invaluable insights guided the development and awarding of service bids, ensuring the services we commissioned were informed by real-world needs.

In addition to this there were surveys and interactive sessions with local service providers to shape the support services we commissioned to ensure gaps in provision were addressed.

#### Commissioned Services

- The recommissioned services span a wide range of needs, reflecting the diverse experiences of victims in our communities. These include:
- **Avon and Somerset Victim Services (ASVS):** Delivered by Victim Support in partnership with Resolve West and SARI, ASVS offers accessible, specialist support for adults affected by crime and antisocial behaviour. This service provides emotional and practical assistance tailored to individual needs.
- **Young Victims Service (YVS):** YVS provides trauma-informed care for children and young people impacted by crime. YVS supports children and their families, whether or not they are involved in the criminal justice system, through personalised plans that help young people recover and move forward.
- **Safe Link Plus:** Building on the success of the Independent Sexual Violence Advisors (ISVAs), Safe Link Plus enhances support for victims of sexual violence. The service includes partnerships with One25 and Second Step for a joined-up approach. With extended hours, including evenings and Saturdays, and new specialist roles like a Family ISVA and an ISVA for older people, Safe Link Plus ensures comprehensive care for victims across urban and rural areas.

### The "We're Here" Campaign: Supporting Survivors Through Partnership

Launched in Bristol in March 2025, the "We're Here" campaign exemplifies the strength of multi-agency collaboration. Designed to raise awareness of specialist support for survivors of rape and sexual assault, the campaign targeted university students. The campaign was co-funded through my office and NHS England, with support from Key partners including local councils, universities, student unions, and support organisations such as The Bridge, SARSAS, and Safe Link. Together, these promoted trauma-informed services and reassured survivors that they would be believed and supported without pressure to report to the police.

The campaign achieved significant impacts, including an 8% increase in visits to The Bridge SARC’s website and direct referrals linked to campaign materials. Social media posts reached over 90,000 people, while on-campus stalls facilitated meaningful conversations with students and strengthened professional relationships between support organisations.

Looking ahead, the campaign’s resources are being compiled into a pack for national distribution through organisations such as the APCC and NHS England, enabling other areas to replicate its success. Plans are also underway to relaunch the campaign in October 2025, ensuring a new cohort of students receives vital information about the support services available to them.

### Association of Police and Crime Commissioners (APCC) and the Ministry of Justice visit

The OPCC grant team hosted a visit from the APCC. The visit showcased our work, including an Independent Sexual Violence Advisors mobilisation meeting where we outlined actions, risks, and innovative approaches like Safelink’s ‘Waiting Well’ initiative.

Discussions also addressed challenges in court collaboration and plans for improving sexual violence services, communications guidance for commissioned services and the impact of court backlogs on rape and serious sexual offences (RASSO) cases. We also highlighted recommissioning processes and the potential for devolved funding, emphasising collaboration through initiatives like the Sexual Violence Alliance.

The visit strengthened relationships and built trust in the OPCC’s ability to deliver effective services.

### Avon and Somerset Police update

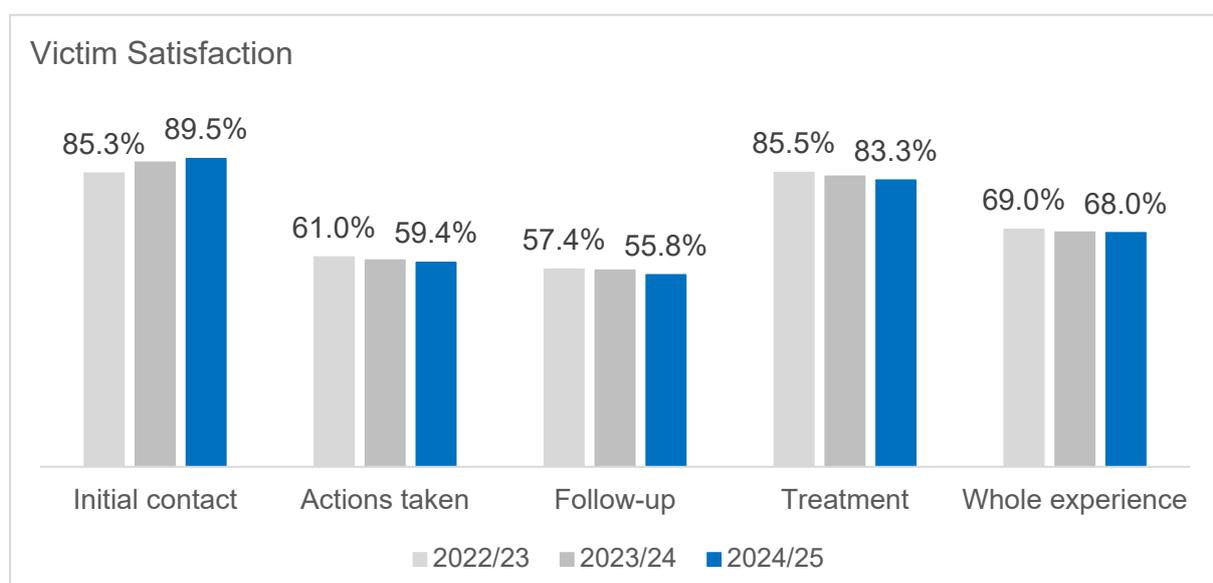


Figure 18: Avon and Somerset Police victim satisfaction for the years 2022/23 – 2024/25.

Victims' satisfaction has seen another small decrease this year with the exception of initial contact where there was a small improvement.

Over the last year Avon and Somerset Police have taken a number of steps to better support victims:

- Designed, developed and rolled out the Victim Information Pack which is accessible to all victims within Avon and Somerset.
- Developed a new approach to gather victim feedback with a new Victim Voice Survey which will have the ability to gather many more victim voices. This will launch later in 2025.
- Reviewed and refreshed Operating Model / Service Level agreement for the Lighthouse Victim and Witness Support.
- Brought the Restorative Justice Coordinator within the Lighthouse structure to improve the victim focused element of Restorative Justice.
- Developed initiatives working with Neighbourhood Police teams and Lighthouse Safeguarding Unit to review and increase Hate Crime referrals to support agencies.
- Developed a regional policy for handling post charge cases which cover other constabularies when the investigation is held within regional police teams like Regional Organised Crime Unit.

It is also worth noting that the work described in Priority 5, showing how Avon and Somerset Police are improving their approach to investigating crime, will also be integral in improving the service for victims.

## **Priority 5 – Improve standards of policing so that people receive a fair and effective service**

### **The public voice in policing through OPCC volunteers**

The OPCC have 66 volunteers that have been working closely with me and my office this year to hold the police to account, including:

- the Independent Scrutiny of the use of Police Powers Panel (ISOPPP), who meet quarterly to review police Use of Force.
- the Independent Scrutiny of Police Complaints Panel (ISPCP), who review complaints made to the police by members of the public, assessing them for efficiency, fairness, transparency and service to communities.
- the Out of Court Resolutions Scrutiny Panel, and
- the Independent Custody Visiting Scheme, which is made up of 27 volunteers that make weekly unannounced visits across the 3 custody suites (Patchway, Bridgwater and Keynsham) to ensure that detainees are being treated well and afforded their rights and entitlements.

### **Tackling Disproportionality**

Under the tackling disproportionality work a draft Anti-Racism Strategy and thematic objectives are being developed. The OPCC continues to provide support to the Independent Scrutiny Board. Desmond Brown has now stepped down as Interim Chair, with Peninah Achieng-Kindberg appointed as his replacement.

### **Holding the Chief Constable to account**

I continue to hold the Chief Constable, Sarah Crew, to account through the monthly Governance and Scrutiny Board (GSB) and Police Question Time (PQT), launched in July 2024. The PQTs are monthly meetings of 30 minutes where I put questions to the Chief Constable publicly, livestreamed through Facebook and LinkedIn. You can find more information, including recordings of previous sessions, on the PQT page on my website.

### **Hearing from local people**

As an elected politician it is vital for me to hear from residents. I receive many contacts from the public, some of which result in me raising complaints and concerns at the appropriate level within the police service. Contacts throughout the year have focused on issues such as the Council Tax Precept Decision, antisocial behaviour, concerns about Neighbourhood police resources, road safety, and enquiries regarding the Police and Crime Plan.

### **Statutory requirements**

I have statutory responsibilities under the Police Misconduct Regime, which includes Police Misconduct Hearings, Pension Forfeiture, Complaints against the Chief Constable and Police Appeal Tribunals.

Avon and Somerset Police update

His Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) PEEL 2023-25

In February 2025 HMICFRS published their latest PEEL report of Avon and Somerset Police. HMICFRS do not provide an overall grade for the Constabulary but instead grade different areas of policing. The Constabulary received 16 Areas for Improvement (AFIs) which can be found in the [full report](#)<sup>1</sup>.

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Police powers and public treatment	Developing a positive workplace	Responding to the public	
	Preventing crime		Investigating crime	
			Protecting vulnerable people	
			Managing offenders	
			Leadership and force management	

Figure 19: HMICFRS PEEL 2023-25 Avon and Somerset Police grades.

**Responding to calls for service**

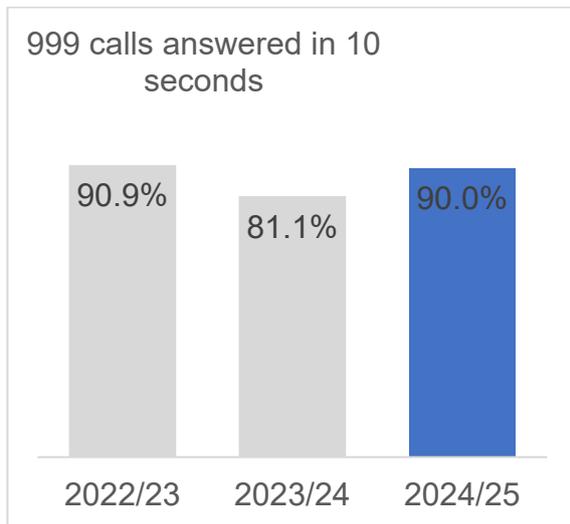


Figure 20: 999 calls to Avon and Somerset Police answered within 10 seconds, for the years 2022/23 – 2024/25.

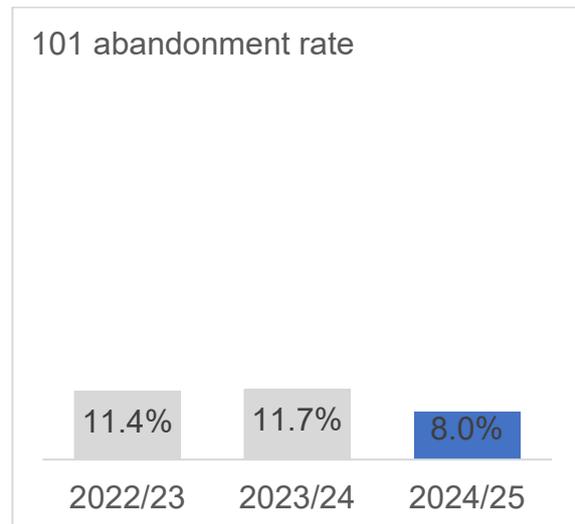


Figure 21: 101 calls to Avon and Somerset Police that were abandoned rates, for the years 2022/23 – 2024/25.

<sup>1</sup> <https://hmicfrs.justiceinspectrates.gov.uk/publications/peel-assessment-2023-25-avon-and-somerset/>

There has been an improvement in performance in the last year with more 999 calls answered within 10 seconds compared to last year; and the 101 abandonment rate is lower than the previous two years.

There has also been a recent change to the team structure including the removal of the Switchboard Operator roles in order to introduce a multi-competent Call Handler role. As well as answering the switchboard these call handlers will be able to take 999 and 101 calls: this has increased the total capacity to be able to take these calls.

This year saw a telephony upgrade which allows supervisors to see what the callers are calling about when in the queue for 101 which means that supervisors can better prioritise calls according to risk. A new automated text service was also brought in to update callers who are experiencing delayed attendance to keep them informed as to the progress of their incident. Changes to the call script this year also saw reduced average handling times. A new quality assurance tool has been developed to help supervisors and tutors effectively evaluate the quality of calls handled by call handlers and dispatchers.

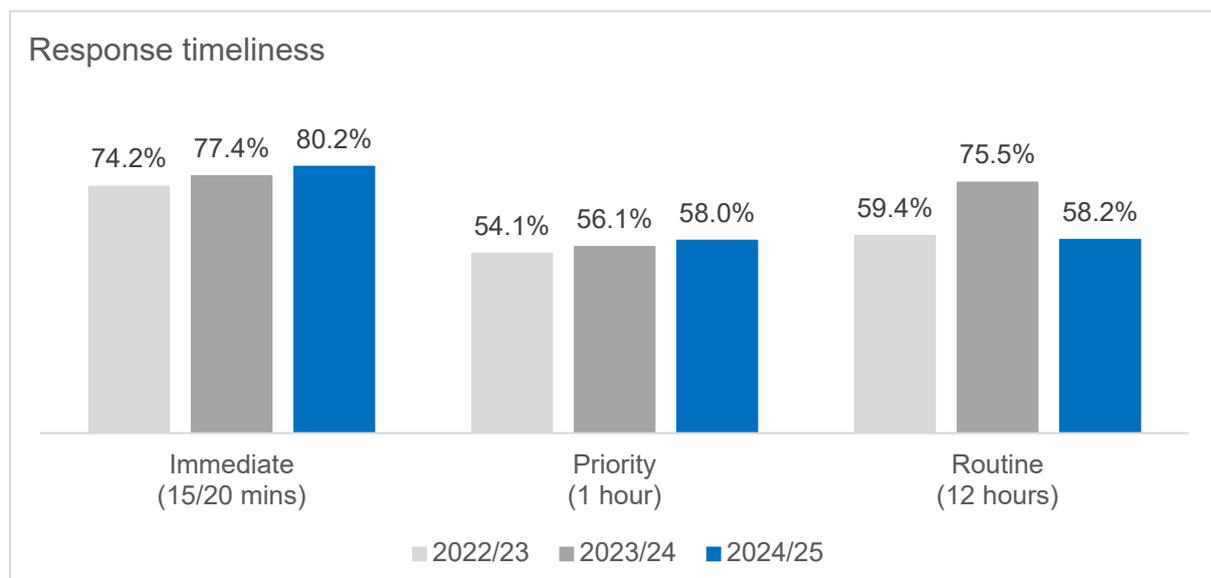


Figure 22: Avon and Somerset Police compliance with response SLAs, for calls graded 1-3, for the years 2022/23 – 2024/25.

In the last year there has been a further improvement in the response timeliness for calls graded as Immediate or Priority. However, the Routine calls timeliness has reduced back to a level similar to two years ago.

Right Care Right Person launched in June 2024, designed to ensure vulnerable people receive the most appropriate support. This approach changes how the police respond to calls about mental health and wellbeing, making sure the right professionals are involved, supported by increased collaboration between police, ambulance, and mental health services. When comparing June 2024 – March 2025 to the same period the previous year there was a 29% reduction in calls, a 38% reduction in incidents attended and this equates to estimated officer hours saved of over 5,600 hours; this

would be over 7,200 hours for a whole year. There is also additional time saved by call handlers taking fewer calls, and by supervisors not having to review incidents.

In November 2024 Avon and Somerset Police commenced a trial of Enhanced Video Response (EVR) based on a model used in another police service. EVR is an alternative to in-person attendance by police officers. Where the circumstances of the log are suitable, and victims are willing and able to take a video call, which allows officers to speak to victims remotely at a time that is convenient to them and from the comfort of their own homes. Anticipated victim benefits include better response times, the ability to make reports to police with the absence of a marked police car outside, increased victim engagement and better criminal justice outcomes. This also saves officer time in physically travelling to and from locations.

### Investigating crime

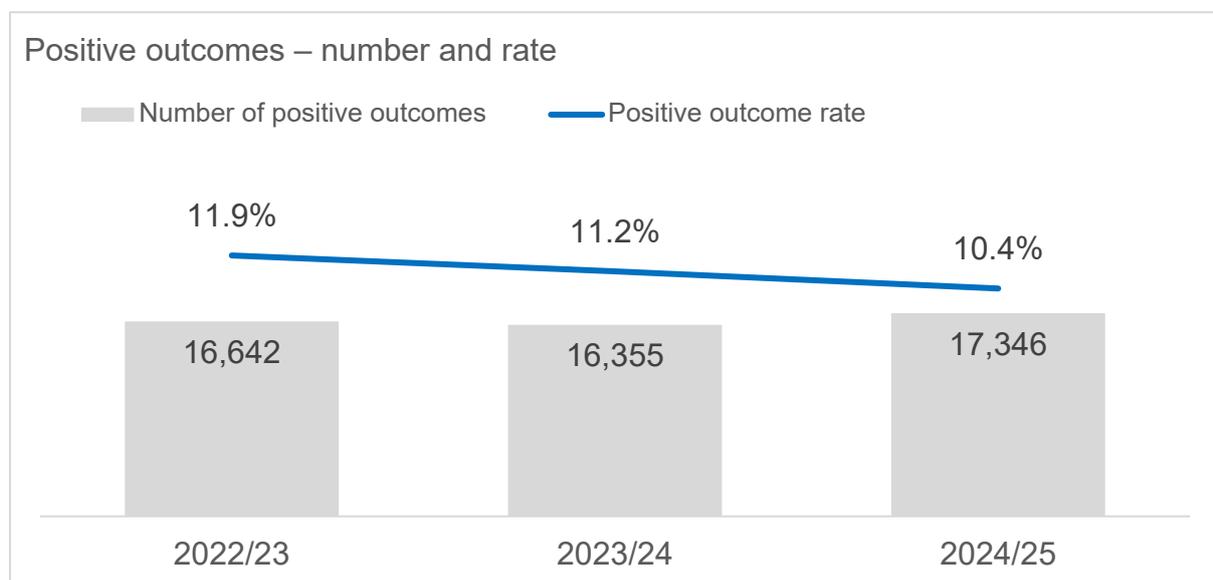


Figure 23: Avon and Somerset Police number and rate of positive outcomes for the years 2022/23 – 2024/25.

The Force has three AFIs linked to investigating crime and extensive work has started. This work has now been brought together and the banner of Operation Justice which launched in June. The work considers capacity, capability and culture. Right Care, Right Person and EVR (both described above) are helping to release capacity for officers so they have more time for investigations, particularly for officers to conduct “golden hour” enquiries which are proven to secure better results.

Avon and Somerset is the first police force in the UK undertaking a year long trial of investigative software used by policing in other countries. This is an evidence search and discovery tool which automates many of the repetitive tasks officers face when handling digital material, allowing them to focus on applying their investigative skills to the information available. As well as making processes faster the tool can better identify relevant investigative material and information. The findings from this trial will be formally reported later in 2025 but the anecdotal feedback has been positive so far.

The Criminal Investigation Directorate (CID) introduced a File Improvement Team just over a year ago. CID's Detective Sergeants are cycled through the team, where they both build their own knowledge of the complexities of case file submission and support the Constabulary's drive to greater performance in this area. Their approach prioritises learning: file issues are identified, the FIT provides written guidance supported by 1:1s, ensuring investigators are equipped to submit improved files. Clear CID and force improvement is visible in file quality assessment data and that trend has been sustained over successive quarters. It was initially set-up to work with the Crown Prosecution Service in addressing the backlog of case-files awaiting a charging decision and it now represents one strand of a file quality improvement plan overseen for the force by a group known as "Operational Holmes".

## **The Strategic Policing Requirement**

The Strategic Policing Requirement (SPR) sets out those threats which, in the Home Secretary's view, are the biggest threats to public safety and must be given due regard by PCCs when issuing or varying Police and Crime Plans. The SPR supports PCCs as well as Chief Constables to plan, prepare and respond to these threats by clearly linking the local response to the national, highlighting the capabilities and partnerships that policing needs to ensure it can fulfil its national responsibilities. The seven identified national threats are:

- Terrorism
- Serious and Organised Crime (SOC)
- National cyber event
- Child Sexual Abuse
- Public disorder
- Civil emergencies
- Violence Against Women and Girls (VAWG)

Whilst many threats can be tackled by individual police services within their own area, national threats can also require a coordinated or aggregated response in which resources need to be brought together from a number of police services. Police services often need to work collaboratively, with other local partners and emergency services, within regional collaborations or with national agencies, to ensure the national threats are tackled efficiently and effectively.

I have given due regard to the SPR by incorporating it into my Police & Crime Plan as part of Priority 5: improve standards of policing. This means that there is no conflict between national and local priorities and will help ensure the Chief Constable gives due regard to the SPR and maintains operational readiness. Avon and Somerset Police conduct an annual self-assessment of their ability to respond to these national threats and this is overseen through their Constabulary Management Board and by me at the Governance and Scrutiny Board.

## **Workforce wellbeing**

### Becoming trauma informed

Throughout 2024 Avon and Somerset Police were supported by external trauma specialists Rockpool to support with becoming trauma informed. This included:

- Learning – 15 trainers from the Leadership Academy, Operations, National Police Performance Framework and Professional Development Unit were trained to become trauma aware and implemented a trauma checklist as part of standardising lesson plans. This will ensure that all training through the Learning department will be trauma informed.
- Trauma Informed Educators – trained 16 staff and officers from across the organisation to be able to deliver 2-3 hour trauma awareness session. They are also champions for trauma informed practice and will lead a local improvement initiative to identify where policing can become more trauma informed. The plan is to roll out this awareness session to all our people through these educators.
- Toolkit – co-produced a suite of documents hosted on the intranet to explain what trauma is and how it impacts people. Promoted through an internal communications plan, incrementally sharing information and signposting to the Trauma Informed Educators.

Avon and Somerset Police are also an active partner in the Bristol, North Somerset and South Gloucestershire Trauma Informed Network and will use their self-assessment framework to review where they are on the journey to becoming trauma informed. Some of the next steps for this work include understanding how trauma affects different roles across the organisation and introducing ‘live’ reflective practice as a tool for managing ongoing trauma in roles.

### Transforming Occupational Health

The Occupational Health Review is near completion and an investment of over £330,000 has been made to implement an in-house counselling service to support those with mental health concerns arising from a work-based cause and to increase the number of psychological therapists. They have also moved to a nurse-led unit and have successfully appointed and transitioned to a new Force Medical Advisor in September 2024, who has valuable occupational health experience across private and public sector functions to bring to our work.

### **Inequality and disproportionality**

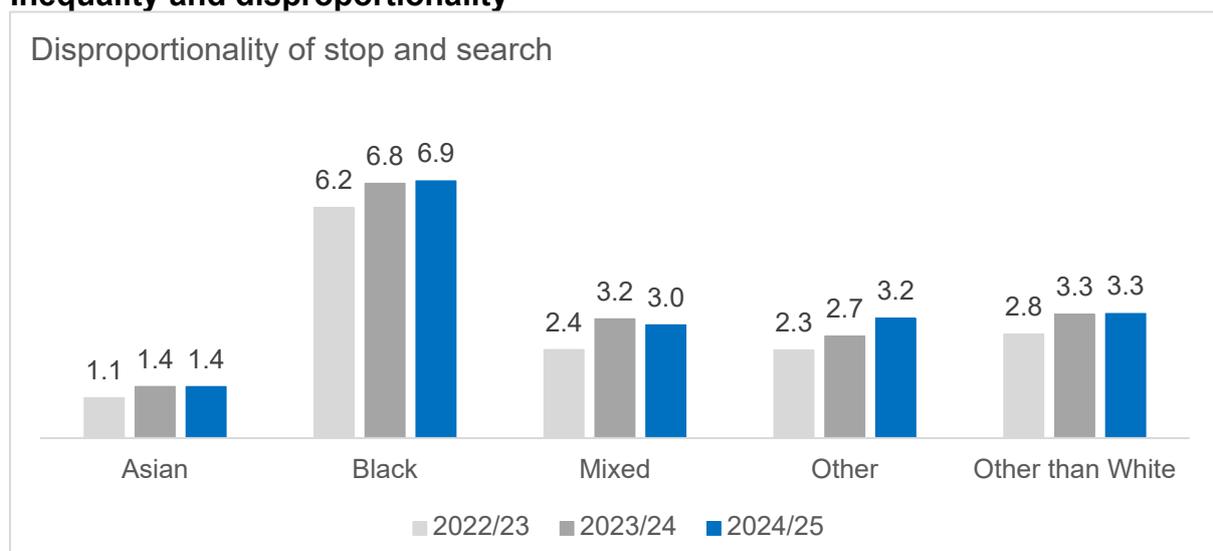


Figure 24: disproportionality of stop and search in Avon and Somerset for the years 2022/23 – 2024/25. This shows how many times more ethnic minority people were stopped and searched compared to White people.

There is still disproportionality in the use of stop and search. The disparity is significantly greater for people who are Black.

In 2022 Avon and Somerset Police began working with a local company Creative Power Town. Together they developed social media content for young people to help them know their rights with regards to stop and search, titled [Unjust Stop](#). This video premiered at the Bristol Old Vic on 13 June 2024.

### Stop and search training and policy

The Constabulary have established a new stop and search policy which includes changes made to help ensure communities are not over policed. To ensure greater scrutiny and help tackle disproportionality, if the same person has been searched three times in a rolling 12-month period or an officer is searching ethnic minority people at a disproportionate rate that is above the threshold for the area they work in, this will trigger a review by a Chief Inspector.

To ensure officers had clear expectations about how they should conduct stop and search the Constabulary developed a new stop and search training program which was delivered to over 1,200 officers between July 2024 and March 2025.

### Race Matters training

The Constabulary have worked with external trainers, Representation Matters, to deliver a full days training for operational officers and staff in Neighbourhoods, Patrol, CID, Custody and other specialised roles. Over 18 months this involved training nearly 2,000 people.

This training covers subjects such as the difference between equality and equity, an exercise that is designed to help people recognise that everyone has unconscious biases and how to be aware of your own, and a timeline of events that show incidents and investigations such as deaths of Black people in Police custody, the Stephen Lawrence murder and investigation, and Child Q. This input is aimed at highlighting some high-profile incidents of police failings and helping officers to understand why there is distrust of the Police amongst some Black people.

### Race Matters influencers

The Constabulary are building a network of Race Matters influencers, who are receiving specialist training from Representation Matters. The training will equip them with the knowledge, confidence and tools to drive meaningful conversations and positive change which they will take back to their teams to help build the allyship network. The training lasts for 6 sessions over a 6-month period.

In November 2024 the first cohort of 18 delegates started and have just finished their course. These influencers are now working on projects within the organisation to influence change and culture to support the ambition to be an anti-racist organisation. The second Race Matters Influencers cohort have just begun their 6-month course.

## **Conduct and standards**

The Home Office have launched reforms to the police misconduct and dismissal process; this is now being implemented in three stages. Tranche 1 introduced the changes to composition of misconduct panels, which came into effect from 7 May 2024 and hearings are now chaired by a Chief Officer, with two Independent Panel Members (IPMs). The panel are also supported by an independent Legally Qualified Person (LQP) who advises on matters of process and legal duties as required. The OPCC ran a significant recruitment for the IPMs and LQPs and also organised training for the whole South West region. The OPCC have worked closely with the Constabulary's Professional Standards Department in the implementation of these regulations.

Reflective Practice Review Process is a formal part of Police Conduct Regulations and can be an outcome from a police complaint. It is used, not as a punishment but should be used to give officers a chance to learn from and reflect on what could have been done better in order to improve the service they provide in future. To help ensure this process is used in a meaningful and consistent way, over the last 18 months, the Professional Standards Department (PSD) has provided workshops to over 400 supervisors and nearly 200 1:1s with line managers

## 5. Annexes

### Annex 1 – Summary of Grants Issued and Commissioned Activity in 2024/25

Grant	Recipient	Service / Project
<p><i>Lighthouse</i> Integrated Victim Care  <b>£906,000</b>                      (approximately 15% of the total Lighthouse budget)</p>	Avon and Somerset Police who contribute the other 85%	Victims who are vulnerable, intimidated, persistently targeted or experience serious crime are offered practical and emotional support and guided through the criminal justice process by specially-trained staff. The service has teams made up of both police staff and independent support workers and volunteers.
Emotional Support Service for Victims of Crime and ASB <b>£344,053</b>	Victim Support	Emotional and practical support for victims of crime and ASB.
Adult Support Service for victims of any crime or ASB – VOCAS (Victims of Crime Advocacy Service) <b>£267,678</b>	Swan Advocacy	Independent advocacy service for adult victims of crime and ASB who need additional support relating to: race, religion, sexuality, gender identity, mental health issues, learning difficulties, physical disabilities, problems associated with old age and problems associated with isolation. Adult victims can also access practical and emotional support to help them recover.
Children and Young People Advocacy Service – Young Victims' Service <b>£173,250</b>	North Somerset Youth Offending Team	A specialist advocacy support service for victims of crime and ASB up to the age of 18 and victims of crime and ASB aged 18-25 where additional needs are identified.
Independent Sexual Violence Advisors (ISVA) Service <b>£309,895</b> (plus £133,137 from NHSEngland)	Safelink	A service that offers advice and practical and emotional support including a safe place to talk, access to counselling, support attending Sexual Health Services and help with medical attention. They provide support for all people, irrespective of age or gender, who have been victims of rape and sexual abuse. They also can help with supporting the family and practical problems such as help with housing, benefits, and employers.
A Restorative Justice Service for victims of any crime or ASB <b>£187,950</b>	Resolve West	A holistic approach that supports the victims, their family and communities enabling their voice to be heard and for perpetrators to have greater insight into the impact of their behaviour. The aim of the service is to empower victims to move towards closure and encourage them to explore different ways of coping.
Sexual Assault Referral Centre (SARC) – The Bridge <b>£268,695</b> (NHS England led contract with contribution from NHS England and Avon and Somerset Police)	University Hospitals Bristol NHS Foundation Trust	Specialist medical, forensic, practical and emotional support for anyone who has been raped or sexually assaulted. Available both to those who report to the Police and those who do not. Includes specialist paediatric support.

Sexual Assault and Abuse Therapies Service (SAAS) <b>£132,248</b> Annual contribution	Led by NHS England	Specialist therapeutic services for survivors of sexual assault and abuse of any age, provided by an Alliance led by SARSAS with The Greenhouse, Southmead Project, Kinergy and Womankind.
Victims of Exploitation Services <b>£238,220</b>	Contribution to the exploitation services commissioned by five Local Authorities	The OPCC contributes towards individual Local Authority specialist support to victims of child exploitation. Each Local Authority has developed a tailored local area service provision. These services provide a mixture of statutory and preventative provision that sit within multi-agency teams up until the age of 18 years. Within Bristol for Young People and families who are at risk or who have experienced high level of extra-familial harm (inc. radicalisation). The service will respond to those up to the age of 25.
Modern Slavery Support Service <b>£41,901.95</b>	Unseen UK	Specialist support service for victims of modern slavery before engaging in nationally commissioned services as well as the period after that support ends. Available both to those who report to the police and those who do not.
Emergency Services Mental Health Triage (EST) <b>£128,167.20</b> (plus contributions from Integrated Care Boards (ICBs) and Avon Fire and Rescue Service – BNSSG ICB is the Lead Commissioner)	Avon and Wiltshire Partnership NHS Trust (AWP)	Funding for mental health professionals to provide specialist mental health advice to the police. This service is co-located with health partners in the ambulance control room. They have access to relevant health systems, offering advice and support to police officers and partner agencies such as Avon Fire and Rescue Service and South West Ambulance Service Trust with a view to ensuring suitable pathways are identified at the earliest opportunity.
Mental Health Treatment Requirement <b>£20,000</b> contribution	NHS England	A programme that aims to address an offender's mental health issues by mandating intervention during the court process.
Police and Crime Grant <b>£739,641</b>	Individual grants issued to the five Community Safety Partnerships	Supporting various Community Safety projects which contribute towards delivery of the PCC's priorities. See table under Section 4 objective 4.2.
Liaison and Diversion Services known as Advice and Support in Custody and Courts (ASCC) <b>£581,092.05</b> (plus investment from NHS England who are the lead commissioner)	AWP and Sompar	Service supporting individuals at the point of arrest whose offending is linked to substance or alcohol misuse.
Appropriate Adults Service <b>£62,554.44</b> (plus contributions from the 5 local authorities totalling £58,675.11)	The Appropriate Adult Service (TAAS)	Service to support and safeguard the welfare and rights of vulnerable adults detained or interviewed by the police.
Commissioner's Victims Prevention Fund <b>£45,000</b>	Somerset Community Foundation	Provides grants of between £10k – 20k to organisations supporting victims. Supports

		innovative, collaborative and evidence-led approaches to early intervention and/or prevention.
Commissioner's Community Crime Prevention Fund <b>£200,000</b>	Somerset Community Foundation	Provides small grants (between £1000 - £5000) to organisations in the community as a contribution towards community safety projects to reduce crime and make local communities safer.
PCC's reserve fund – Serious Violence <b>£45,356</b>	Grants issued to the two local authorities (Bristol City Council & North Somerset Council)	Grant funding to support tackling Youth Violence and Exploitation.
PCC's reserve fund – reducing reoffending <b>£16,815</b>	South Glos Council – Men and Masculinities Pilot	Men and Masculinities Domestic Abuse Perpetrator Intervention Programme.
Violence Reduction Unit/ Violence Reduction Partnership (VRP) <b>£1,159,999.97</b> Home Office funded	Grants issued to the five local authorities	Multi-agency work, using a public health approach, to tackle serious violence. Funding is allocated on basis of an agreed funding formula. A range of posts and interventions are funded which work with young people, parents/carers and professionals to prevent and reduce serious violence.
Violence Reduction Unit/VRP <b>£349,151.27</b> Home Office Funded	VRP Hub	OPCC centrally retained funding to deliver the VRP Hub strategic co-ordination and grant management functions across Avon and Somerset. Includes staffing costs and branding/communications.
Serious Violence Duty <b>£109,714</b> Home Office Funded	Grants issued to the five local authorities	Funding to support introduction of new statutory Serious Violence Duty. This funding contributes to staffing costs and interventions working with young people, parents/carers and professionals to prevent and reduce serious violence.
Serious Violence Duty <b>£15,000</b> Home Office Funded	VRP Hub	OPCC centrally retained funding for VRP Hub staffing costs to support introduction of new statutory Serious Violence Duty.
Domestic Abuse Perpetrator Interventions – DRIVE <b>£526,366.17</b> (Home Office Funding £526,366.17 + Local Authority contributions from Bristol, South Glos and North Somerset £123,000)	Cranstoun Ltd, NextLink and SafeLives	A specialist domestic abuse perpetrator programme for the most prolific and high-harm offenders. Running across South Glos / Bristol and North Somerset. Includes specialist IDVA recruitment to support victims of perpetrators.
Safer Streets <b>£279,719.85</b> Home Office Funded	Grants issued to the four top tier local authorities (Bristol, BANES and North Somerset)	Home Office funding towards ASB prevention activity in BANES, Bristol and North Somerset.
Safer Streets <b>£75,280.15</b> Home Office Funded	OPCC	Contribution to OPCC staffing costs, Bystander training and Women's Safety Charter.

Hotspot Response <b>£51,677.37</b> Home Office Funded	OPCC	OPCC Staffing costs associated with managing this grant and Evaluation costs.
Hotspot Response <b>£1,011,844.12</b> Home Office Funded	Avon and Somerset Police	Hotspot Patrol Activity and analytical capability costs.
Hotspot Response <b>£577,541.51</b> Home Office Funded	Various Providers and Four Local Authorities	Avon and Somerset Police/ Bath & North East Somerset Council/ Bristol City Council/ North Somerset Council/ Somerset Council/ Wesport/ Somerset Community Foundation  Problem Orientated Policing initiatives in hotspots.
Local Integration of Women's Services <b>£117,757</b> Ministry of Justice Funded	The Nelson Trust	The aim of a Whole System Approach is to assess the needs of women at risk of or in contact with the justice system at the earliest opportunity and to provide gender responsive, co-ordinated multi-agency support to divert her away from offending or reoffending. This funding has created a role to understand the ability for this to happen locally in Avon and Somerset.
Ministry of Justice domestic abuse and sexual violence victims uplift 2024/25 funding – IDVAs & ISVAs <b>£1,411,887.09 + £74,796.99</b> <b>(5% Inflationary Increase funded by the OPCC)</b>	<i>Various</i>	<i>See Annex 2</i>
Ministry of Justice domestic abuse and sexual violence victims uplift 2024/25 funding – community based services <b>£490,586 + £24,625.70</b> <b>(5% inflationary Increase funded by the OPCC)</b>	<i>Various</i>	<i>See Annex 3</i>
<b>Total</b>	<b>£10,984,463.83</b>	

Please note the 2024/25 MoJ Victims Commissioning Core (formula based) Grant Funding provided was £2,004,649 and part funded some of the above victims services.

**Annex 2 – Ministry of Justice domestic abuse and sexual violence victims uplift 2024/25 funding – IDVAs and ISVAs / Additional IDVAs and ISVAs Uplift (the below includes the 5% inflationary uplift funded by the OPCC)**

<b>Provider</b>	<b>Amount</b>
SafeLink	£374,160.13
SafeLink - additional uplift funding	£146,619.57
NextLink	£605,029.41
NextLink - additional uplift funding	£132,654.66
Southside	£72,255.28
Julian House	£40,205.68
You Trust	£115,759.35
<b>Total</b>	<b>£1,486,684.08</b>

**Annex 3 – Ministry of Justice domestic abuse and sexual violence victims uplift 2024/25 funding – community based services (the below includes the 5% inflationary uplift funded by the OPCC)**

<b>Provider</b>	<b>Amount</b>
The Green House/ Somerset Phoenix Project	£67,357.92
Womankind	£24,102.75
Somerset and Avon Rape and Sexual Abuse Support (SARSAS)	£44,625.00
ManKind Initiative	£8,400.00
Southmead Project	£30,377.86
Advocacy After Fatal Domestic Abuse (AAFDA)	£16,537.50
Southside Family Project	£22,727.25
Opoka	£19,425.00
Voices	£21,000.00
Kinergy	£37,800.00
North Somerset Council - Young Victims Service	£47,250.00
Victim Support	£20,605.72
NextLink	£27,101.76
SafeLink	£27,101.74
Voluntary Action North Somerset (VANS)/ Reclaim	£39,899.20
Trauma Breakthrough	£21,000.00
The Nelson Trust	£19,950.00
1625 Independent People	£19,950.00
<b>Total</b>	<b>£515,211.70</b>

**Annex 4 – Glossary**

4P	<a href="#">4P – prepare, prevent, protect, pursue</a> – a nationally recognised policing strategy for dealing with crime
Active Citizenship	This is measured as the % of those surveyed that has attended or been involved with or as: <ul style="list-style-type: none"> <li>• ‘Watch’ meetings such as Neighbourhood Watch, Farm Watch or Business Watch</li> <li>• Other police or council Neighbourhood Meetings or forums</li> <li>• Volunteering as a Special Constable</li> <li>• Volunteering in another policing or community safety related way</li> <li>• Community SpeedWatch</li> <li>• Police webchats</li> </ul>
ASB	Anti-social behaviour is behaviour which causes, or is likely to cause, harassment, alarm or distress to any person; or behaviour capable of causing nuisance or annoyance.
Bluestone	Avon and Somerset Police response to rape and serious sexual offences.
County Lines	A type of serious organised crime in which drug dealers in major cities establish networks for the supply and sale of drugs to users in towns and rural areas using dedicated mobile phone lines or other form of “deal line.” This typically involves exploiting young and/or vulnerable people to carry, store, and sell the drugs as well as being used to carry out violent attacks on behalf of the Organised Crime Group.
CPS	Crown Prosecution Service
Cuckooing	Is a practice where people take over a person’s home and use the property for some form of exploitation.
Cyber crime	Cyber crime can be put into two distinct categories.

	<p>Cyber-dependent – crimes that can be committed only through the use of Information and Communications Technology (ICT) devices, where the devices are both the tool for committing the crime, and the target of the crime. For example developing and propagating malware for financial gain or hacking to steal.</p> <p>Cyber-enabled – traditional crimes which can be increased in scale or reach by the use of ICT. This is where fraud and cyber crime significantly overlap.</p>
Disproportionality of the use of police powers	This looks at the number of people subject to the power, in each of the five ethnic groups, and then compares this to the total resident population of that ethnic group in Avon and Somerset (based on 2021 Census data) to give a 'rate'. The disproportionality figure displayed is the ratio of how many times more a person, who is Other than White, has had the power used against them compared with White people. An important point of note is that between 2011 and 2021 the number of people who are White grew at a smaller rate than other ethnic groups. If these growth rates have continued in the same way then the disproportionality figures would be slightly smaller than they are when comparing to the 2021 census data.
Hate crime	A crime where the offender has either demonstrated or been motivated by hostility based on a person's race, religion, disability, sexual orientation or transgender identity.
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
Local authorities	Top tier local authorities in Avon and Somerset are Bath and North East Somerset, Bristol, North Somerset, Somerset, South Gloucestershire.
OPCC	Officer of the Police and Crime Commissioner
PCC	Police and Crime Commissioner
Police Visibility	This is measured by a question in the local survey of when did you last see a police officer or a police community support officer in your local area? This is percentage of respondents that have seen an officer within the last month (or more recently).
Positive outcome rate	Positive outcomes are counted as Home Office defined outcomes 1-8 and 22 which are: charge/summons, cautions/conditional cautions for youths or adults, offences taken into consideration, the offender has died, penalty notice for disorder (PND), cannabis/khat warning, community resolution or diversionary, educational or intervention activity. The rate is the percentage of all outcomes which are positive.
Public confidence	This is measured by a question in the local survey; and is the percentage of people who have confidence in their local police.
RASSO	Rape and serious sexual offences
Rural crime	any crime occurring in a rural area which directly or indirectly affects a farming or rural business or the rural communities. Rural means a close association with or dependence upon the land within that location.
Section 136	<a href="#">Section 136 of Mental Health Act 1983</a> gives the police the power to remove a person to a place of safety if that person appears to be suffering from mental disorder and to be in immediate need of care or control and it is necessary to do so in the interests of that person or for the protection of other persons.
Timeliness of attendance	<p>Calls to the police are graded based on threat harm and risk. There is a service level agreement (SLA) for each grade which states how long attendance should take (below). It is important to note that the SLAs are defined by Avon and Somerset Police, not mandatory. Timeliness is reported as the percentage of those incidents that were attended within the particular SLA.</p> <ul style="list-style-type: none"> <li>• Immediate – 15 minutes for urban areas and 20 minutes for rural areas</li> <li>• Priority – 1 hour</li> <li>• Routine – 12 hours</li> </ul>
Victim satisfaction	As measured by a local telephone survey of a sample of victims of ASB, burglary, hate crime and violent crime.

## MORE INFORMATION



For the full report and an interactive version visit [www.avonandsomerset-pcc.gov.uk](http://www.avonandsomerset-pcc.gov.uk)

### Avon & Somerset Police & Crime Commissioner

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### Avon & Somerset Police

Report a crime visit [www.avonandsomerset.police.uk/report](http://www.avonandsomerset.police.uk/report)  
or call **101** In an emergency call **999**

Visit [www.avonandsomerset.police.uk](http://www.avonandsomerset.police.uk)

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