**Northumbria Police Strategy 2025**

**Our Mission**
To serve the communities of Northumbria with pride
‘Proud of what we do and proud of who we are’

**Our Vision**
Northumbria Police will be outstanding in the service we provide
To achieve trust and confidence

**Community Engagement**
Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.

**Investigation**
An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

**Investment in Technology**
An efficient and innovative delivery of effective and efficient policing service.

**Key enablers**
- Achieving business sustainability: Efficient and innovative corporate services that enhance the delivery of policing services.
- Leadership and culture: A culture that delivers sustained improvement in a supportive environment.
- Vulnerability: Vulnerable victims placed at the centre of our service, with a focus on prevention.
- Problem solving and collaboration: Effective partnerships and collaborative working where operational and business benefits are embedded.
- Responding to the public: A response based on threat, risk and harm, resolving calls for service at the earliest point of contact.

**Our Values**
- Proud to serve: We provide a quality service that is victim focused
- Proud of our people: We are supportive and inclusive
- Proud to improve: We are innovative and sustainable
- Proud to lead: We are collaborative and inspiring

**Our strategic priorities**
- Community Engagement
- Investment in Technology
- Leadership and culture
- Vulnerability
- Problem solving and collaboration
- Responding to the public
Our Vision
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To achieve trust and confidence

Domestic and Sexual Abuse

Responding to the public
A response, based on threat, risk and harm, resolving calls for service at the earliest point of contact.

Vulnerability
Vulnerable victims placed at the centre of our service, with a focus on prevention.

Investigation
An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

Prevention and Problem Solving
A problem-solving approach, building on our strong relationships with partners and communities.

Key enablers
- Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.
- Modern and innovative technology supporting the delivery of effective and efficient policing service.
- Effortless partnerships and collaboration between operational and business benefits.
- Efficient and innovative corporate services that enhance the delivery of policing services.
- A skilled, engaged and resilient workforce, aligned to policing demands.
- A culture that delivers sustained improvement in a supportive environment.
- Digital public contact and services, and a customer ethos embedded throughout the organisation.

Leadership and culture
A culture that delivers sustained improvement in a supportive environment.

Embedding customer services
A problem-solving approach, building on our strong relationships with partners and communities.

Investment in technology
Modern and innovative technology supporting the delivery of effective and efficient policing service.

Strengthening partnerships and collaboration
Effortless partnerships and collaboration between operational and business benefits.

Achieving business sustainability
Efficient and innovative corporate services that enhance the delivery of policing services.

Enhancing the capability, capacity and wellbeing of our workforce
A skilled, engaged and resilient workforce, aligned to policing demands.

Digital public contact and services, and a customer ethos embedded throughout the organisation.
Northumbria Police Strategy 2025

Putting Victims First

Our Vision
Northumbria Police will be outstanding in the service we provide

To achieve trust and confidence

Our strategic priorities

Responding to the public
Vulnerable victims placed at the centre of our service, with a focus on prevention.

A response, based on threat, risk and harm, resolving calls for service at the earliest point of contact.

Investigation
An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

Community Engagement
Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.

Investment in technology
Modern and innovative technology supporting the delivery of effective and efficient policing service.

Leadership and culture
A culture that delivers sustained improvement in a supportive environment.

Embedding customer services
Digital public contact and service, and a customer ethos embedded throughout the organisation.

Key enablers

Enhancing the capability, capacity and wellbeing of our workforce
A skilled, engaged and resilient workforce, aligned to policing demands.

Achieving business sustainability
Efficient and innovative corporate services that enhance the delivery of policing services.

Strengthening partnerships and collaboration
Effective partnerships and collaborative working where operational and business benefits are

Investment
Efficient and innovative corporate services that enhance the delivery of policing services.

Prevention and Problem Solving
A problem-solving approach, building on our strong relationships with partners and communities.

An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.
Our Vision
Northumbria Police will be outstanding in the service we provide.

Investigation
An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

Responsive to the public
A response based on threat, risk and harm, resolving calls for service at the earliest point of contact.

Community Engagement
Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.

Vulnerability
Vulnerable victims placed at the centre of our service with a focus on prevention.

Investment in technology
Modern and innovative technology supporting the delivery of effective and efficient policing service.

Leadership and culture
A culture that delivers sustained improvement in a supportive environment.

Efficient and innovative corporate services that enhance the delivery of policing services.

A skilled, engaged and resilient workforce, aligned to policing demands.

A problem-solving approach, building on our strong relationships with partners and communities.

Embedding customer services
Digital public contact and services, an ethos embedded throughout the organisation.
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Reducing Anti-Social Behaviour

Our strategic priorities:

Responding to the public
A response, based on threat, risk and harm, resolving calls for service at the earliest point of contact.

Investigation
An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

Vulnerability
Vulnerable victims placed at the centre of our service, with a focus on prevention.

Prevention and Problem Solving
A problem-solving approach, building on our strong relationships with partners and communities.

Our Vision
Northumbria Police will be outstanding in the service we provide

Key enablers:

Community Engagement
Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.

Investment in technology
Modern and innovative technology supporting the delivery of effective and efficient policing service.

Strengthening partnerships and collaboration
Effective partnerships and collaborative working between operational and business benefits.

Engaging a resilient workforce
A skilled, engaged and resilient workforce, aligned to policing demands.

Achieving business sustainability
Efficient and innovative corporate services that enhance the delivery of policing services.

Enhancing the capability, capacity and well-being of our workforce
A skilled, engaged and resilient workforce, aligned to policing demands.

Leadership and culture
A culture that delivers sustained improvement in a supportive environment.

Embedding customer services
Digital public contact and services, and a customer ethos embedded throughout the organisation.

To achieve trust and confidence

Increasing opportunities for contacting, listening and engaging with communities in order to increase confidence.

Vulnerable victims placed at the centre of our service, with a focus on prevention.

Northumbria Police will be outstanding in the service we provide

A problem-solving approach, building on our strong relationships with partners and communities.
Northumbria Police Strategy 2025

Cutting Crime

Our strategic priorities:

1. Responding to the public
   - A response, based on threat, risk, and harm, resolving calls for service at the earliest point of contact.

2. Vulnerability
   - Vulnerable victims placed at the centre of our service, with a focus on prevention.

3. Investigation
   - An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

4. Prevention and Problem Solving
   - A problem-solving approach, building on our strong relationships with partners and communities.

Our Vision:

Northumbria Police will be outstanding in the service we provide

To achieve trust and confidence

Key enablers:

- Modern and innovative technology supporting the delivery of effective and efficient policing service.
- Strengthening partnerships and collaboration to enhance the delivery of policing services.
- Achieving business sustainability and embedding customer services.
- Leadership and culture that deliver sustained improvement in a supportive environment.
- Embedding modern and innovative technology throughout the organisation.
- Effective partnerships and collaborative working to achieve corporate services that enhance the delivery of policing services.
- Leadership and culture that deliver sustained improvement in a supportive environment.
- Vulnerable victims placed at the centre of our service, with a focus on prevention.
- Enhancing the capability, capacity and wellbeing of our workforce.

Northumbria Police Strategy 2025

Cutting Crime
Northumbria Police Strategy 2025

Community Confidence

Our strategic priorities:

- **Community Engagement**
  - Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.

- **Investigation**
  - An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

- **Vulnerability**
  - Vulnerable victims placed at the centre of our service with a focus on prevention.

- **Response to the public**
  - A response, based on threat, risk and harm, resolving calls for service at the earliest point of contact.

- **Achieving business sustainability**
  - Efficient and innovative corporate services that enhance the delivery of policing services.

- **Enhancing the capability, capacity and wellbeing of our workforce**
  - A skilled, engaged and resilient workforce, aligned to policing demands.

- **Leadership and culture**
  - A culture that delivers sustained improvement in a supportive environment.

- **Prevention and Problem Solving**
  - A problem-solving approach, building on our strong relationships with partners and communities.

- **Investment in technology**
  - Modern and innovative technology supporting the delivery of effective and efficient policing service.

- **Strengthening partnerships and collaboration**
  - Effective partnerships and collaborative working where operational and business benefits exist.

- **Embedding customer services**
  - Digital and public contact and services, with a customer ethos embedded throughout the organisation.

Our Vision

Northumbria Police will be outstanding in the service we provide

To achieve trust and confidence