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17<sup>th</sup> April 2020

BY EMAIL ONLY

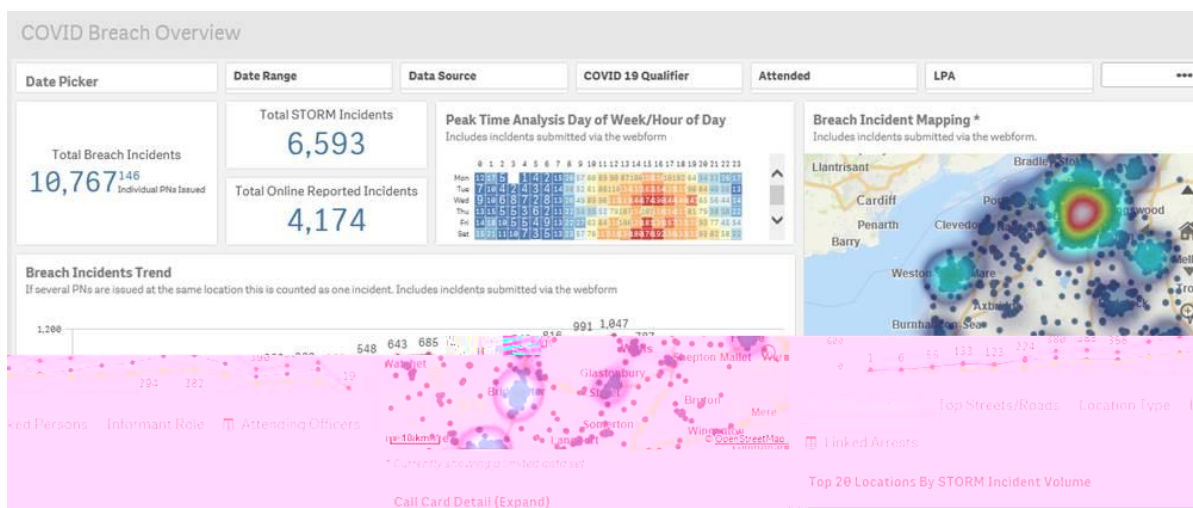
Dear Colleagues,

We're all adapting to new ways of working together and we're immensely proud to play our part in the fast-moving and forward-thinking multi-agency response to the coronavirus outbreak in our force area.

While we'd never choose to be in this situation, we can choose how we respond to it. Our officers and staff are firmly focussed on strengthening the bonds with all our communities during these troubled times through acts of kindness and unwavering dedication to protect and serve.

A key part of this approach relies on us continuing to engage and explain the Government's measures to the public, encouraging them to comply and using enforcement as a last resort.

As an innovative police force which has embraced data analytics, we have created bespoke online dashboards to help us respond to COVID-19 (example below). One dashboard filters through information received through our 999 and 101 systems and dedicated online form to help officers and staff quickly identify hotspots where breaches of the legislation are happening and when. This evidence, updated every 60 minutes, helps inform our patrol plans and effectively target our engagement in the right places at the right times.



As of Thursday, we'd received 10,767 reports of breaches and 4,174 of these were via the online form. A total of 146 fixed penalty notices have been given out so far and nationally released data shows we are adopting a proportionate response to enforcement when compared with other forces. All our enforcement activity is subject to close scrutiny in much the same way we review our use of Stop and Search powers.

But our use of data is also making sure we have full awareness of our own resourcing and capacity, from monitoring our levels of demand and giving us a detailed overview of our custody units to helping us keep a close eye on staffing levels as a result of self-isolation or sickness. We're pleased to report our sickness levels remain at below five per cent.

While overall crime has reduced in our force area by 37 per cent, we know some crimes take place behind closed doors and are often hidden and under-reported. Domestic abuse is a prime example of this and we want to reassure you we're doing everything we can to support victims in our force area during a time when they may become even more vulnerable.

Supporting the Government's #YouAreNotAlone campaign, we'll be producing an awareness video featuring those within our organisation who work closely with domestic abuse victims, as well as from our partner agencies who provide such a vital service, to amplify the message that help is still available and we're ready to respond should victims need us. This will be the first phase of a multi-channel campaign to bring this hidden crime firmly into the light.

We're also aware of public concern over a potential spike in speeding offences as a result of a significant reduction in traffic on our road network. We'd like to assure you we're responding to these concerns and will robustly deal with people who are using the potential lure of empty roads to drive dangerously, putting lives needlessly at risk. We've increased the number of Roads Policing motorbike patrols, particularly in rural communities, with officers targeting enforcement at those committing offences at the more serious end of the scale.

Following the extended bank holiday weekend, we wanted to highlight a couple of examples of how we took the opportunity to engage with the public slightly differently.

You may have seen our social media videos featuring officers and staff thanking our communities for the sacrifices they're making to adhere to the restrictions. We're continuing to see significant levels of compliance across our cities, towns and villages so it's important we recognise this publically.

Further videos showed true partnership working in action with heroic local NHS staff recording messages of support for our work in encouraging the public to stay home to save lives and reduce the pressure on our hospitals. By the same token, you may have seen in the media yesterday that we honoured the bravery and courage of NHS workers by naming our newest police horse 'Hero'. This move breaks with our tradition of naming police horses after locations in our force area and will act as a lasting tribute to all those who are working to care for those suffering with coronavirus.

Yours sincerely



Andy Marsh QPM  
Chief Constable



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