



Our Vision

Where we want to be



STAFFORDSHIRE
POLICE

A safe and confident Staffordshire secured by an outstanding local police service that is passionate about serving the public, caring for its people and working in partnership.



Our Plan

What we are going to do

Our Communities

To ensure safe and confident communities, we will:

- Embed local responsive policing through a new local policing model.
- Enhance our focus on vulnerability supported by a dedicated Public Protection Unit.
- Prevent and detect harm and criminality.
- Secure justice for victims' through high quality investigations and delivery of the Victims' Code.
- Be accessible and responsive through delivery of our Contact Improvement Plan.
- Improve our understanding of their needs and build confidence through improved engagement and enhanced scrutiny of our policing services.

Our People

To develop an exceptional workforce, we will:

- Commit to enhancing the wellbeing of our people in a supportive workplace where people are engaged, feel valued and motivated to do their best, through our Wellbeing Plan.
- Create a diverse and inclusive workplace that promotes and celebrates individuality and difference through our Equality, Diversity and Inclusion Plan, Race Action Plan and proactive engagement.
- Develop accountable, engaged, modern and empowered staff and leaders.
- Improve our training capacity and capability to ensure our people have the right skills, and knowledge.
- Expect and ensure the highest standards of professional behaviour with a focus on prevention and proportionate intervention and actions.
- Implement a recruitment, retention and recognition strategy to become an employer of choice.

Our Partnerships

To develop active and productive partnerships, we will:

- Ensure the value of our existing collaborations with Staffordshire Fire and Rescue, other regional forces and academia, actively seeking further opportunities.
- Work collaboratively with partners and our communities to problem solve issues that matter most, including our focus on reducing violence.
- Develop harm prevention programmes with a broad range of partners, through our Community Safety Partnerships and Harm Reduction Hubs.
- Embed consistent meaningful processes for sharing information to underpin our partnerships.
- Work in partnership to build resilience and preparedness to respond to local emergencies through our leadership of the Local Resilience Forum.

Our Resources

To build an outstanding organisation, we will:

- Through our Enabling Services, provide our people with the right estate, fleet, equipment and professional support services to carry out their roles effectively.
- Improve resource planning to align people, capabilities and skills to current and future demand, supported by our uplift and workforce planning.
- Exploit information and digital capabilities to improve our efficiency and effectiveness through our Digital, Data and Technology Strategies.
- Develop our approach of continuous improvement supported by audit and organisational learning through an enhanced Corporate Development capability.
- Deliver efficiency, sustainability and productivity through effective business planning and change, with clear governance and accountability.



Our Values

How we will behave

We are a welcoming police family defined by our professionalism and commitment to being **caring, collaborative** and **accountable**.