

Our Vision

is to make Surrey the safest county it can be

Our Mission

Pursue offenders to prevent & detect crime

- We will be more successful in our pursuit of criminals. We will pro-actively target serious, harmful and persistent offenders, and particularly focus on those who prey on the vulnerable.
- We will complete high quality investigations and case file preparation to bring offenders to justice swiftly and effectively. We will minimise the number of known offenders 'at large' in our communities.
- Less serious crimes and disorder will be dealt with at the neighbourhood level. We will trust and empower our staff to consult with victims and use community disposals. We will deal with young offenders as children first, and offenders second.

Protect vulnerable people

- Through better management of demand for our services we will direct our resources to those who need us most. This means protecting people who may be vulnerable, including those made vulnerable due to offences committed against them, or their involvement in an emergency or crisis.
- We will assess the type of police response required using THRIVE (Threat, Harm, Risk, Investigative, Vulnerability, Engagement) principles and allocate resources to where they are needed most.
- We will be more effective in re-directing calls to the most appropriate agency when they do not require a police response. Above all, we will explain our decisions and manage expectations from the outset.

Prevent crime and disorder

- The best way to keep people safe is by preventing crime and disorder.
- We will have locally based police leaders who will understand and manage their crime patterns and disorder hot-spots. These leaders will take a proactive stance in confronting crime and disorder swiftly and decisively, supported by forcewide, regional and national resources where needed. In addition to being safe, we want our communities to feel safe too. To achieve this we will understand our communities concerns, then work with them and partners to tackle them.
- We will encourage and support the public to help protect their own communities.

Our Commitments

■ ■ We will put this plan into practice in an open and transparent way that makes our teams and our communities proud of Surrey Police.

Confidence to be the best you can be

We will engage confidently at work to provide the policing service we would want from others. Each one of us will be professional, motivated and take responsibility for what we do.

Empowered and trusted leadership at all levels

We will implement a team leadership code that builds trusted teams and empowers professionals, recognising that we all have leadership responsibilities in one way or another and we achieve our success as a result of strong team working.

Organisational justice

Our organisational policies and practices will be open, fair and transparent to our workforce. When we make honest mistakes we will learn from them and support those individuals involved. We will reward good work and good practice and celebrate success.