



**Police and Crime Panel
7 March 2016**

Neighbourhood Policing Report to the West Midlands Police and Crime Panel

Report of West Midlands Police and Crime Commissioner

Purpose

1. The purpose of this report is to brief the Police and Crime Panel on the future development of neighbourhood policing in West Midlands Police by providing information on the Next Generation Local Policing project within the WMP2020 programme.

Background

2. The WMP2020 "Blueprint" was launched in March 2015, setting out the objectives for transformation of West Midlands Police by 2020. The Blueprint is a contractual deliverable within the context of the Innovation and Integration Partnership signed with Accenture UK Ltd in August 2014.
3. The Blueprint centres on four main themes:
 - Designed to listen and reassure** - adopting a new approach to working with the public, partners and each other
 - Geared to prevent harm** - preventing crime and offending before people can be harmed
 - Prepared to respond at pace** - adopting a more agile, mobile and effective response to problems in communities
 - Ready to learn and adapt** - becoming a more active and innovative learning organisation
4. The Blueprint is being delivered by a programme set out in a report to the Police and Crime Commissioner's Strategic Policing and Crime Board in [June 2015](#).
5. Following a recent review of programme responsibilities, Next Generation Local Policing is part of a sub-programme headed by Assistant Chief Constable Michelle Larmour that also includes the Active Citizens, Digital Experience for Citizens, and Integrated Offender Management projects.

Future of Neighbourhood Policing

6. Neighbourhood policing will be based on a new vision:
A specialist local policing model delivering a mission focussed, flexible, proactive service calibrated to addressing local needs.
7. The new model will focus on preventative problem solving, early intervention and demand reduction through partnership working and information sharing. This includes and builds on the core function of neighbourhood policing. It will focus on signal crimes identified through systematic community engagement, which builds community resilience and capability.
8. The work on Next Generation Local Policing centres on the “geared to prevent harm” strand of the Blueprint.
9. The aims are to design and deliver a service that will:
 - Reduce repeat demand through problem solving
 - Prevent reoffending through consistent effective Offender Management
 - Build community resilience and capacity to resolve problems
 - Deliver with partners to reduce harm through early intervention
 - Be driven by a defined service offer that flexes to local need
 - Increase public confidence by smart engagement that informs our offer and builds trust & legitimacy
10. Neighbourhood policing will be a proactive function and will include:
 - Ten Local Policing Units reduced to eight LPUs to give greater alignment with the seven Local Authorities. By April 2017 the four Birmingham LPUs will merge into two. Birmingham North and East will form one LPU and Birmingham South and West and Central will form the other Birmingham LPU
 - LPUs will be renamed as Neighbourhood Policing Units (NPU)
 - New Neighbourhood Intervention and Prevention Teams (NIPT) will ensure the Force is geared to prevent harm and will be able to intervene early on in neighbourhoods by spotting risk factors and addressing the root causes of problems.
 - Neighbourhood Task Force Teams will carry out short-term tasks in support of the NIPT teams and will be tasked by LPU commanders.
 - Connect and Build Teams to deliver specialist targeted engagement and community capacity building services
 - A centralised, corporate Partnerships Team co-located within Local Authority premises will allow for stronger and more strategic partnerships to help us deliver the best overall service to the public.
 - Licensing becomes a centralised function. The core administrative aspects of licensing will sit within a central force-wide resource with expertise being offered to Neighbourhood teams to deliver local relationships and help to conduct enforcement and reviews, and also freeing the officers up from time-consuming administrative work. Each NPU will retain a Licensing Officer to own local decision making around applications, objectives etc. based on local knowledge and professional judgement.
 - Offender management will also be the responsibility of all neighbourhood officers

- Consideration of the development of a TIPT (Tool for Integration & Prevention Triggers), an in-house data mining solution to be developed that can monitor WMP's data warehouse and scan for trigger factors for early intervention in accordance with recognised risk factors which could lead to further vulnerability, offending behaviour or victimisation.

11. The effective implementation of Next Generation Neighbourhood Policing is dependent on a number of interdependent projects:

- Digital Experience for Citizens: aims to provide victims and members of the public with digital channels to report crime/incidents and be kept updated throughout; find out more about how police/partners can help; provide information and intelligence and get ever more actively involved.
- Mission Support Pilot: The pilot sees Intelligence and Force Contact combine to ensure the Force has the right resource in the right place at the right time while becoming more proactive and preventative through the use of 24/7 intelligence provided directly to officers at scenes of incidents.
- Mobility Pilot: Equipping Officers and PCSOs with the technology to access information and update incidents without returning to a police station
- Active Citizens: New two-way messaging tools; Improved surveying capabilities to gather feedback from communities on local policing and from victims of crime and ASB on the quality of service they received; New automated text message survey for 101 calls to gather feedback on contact handling; Training to support community initiative and activity; Designing a training programme to equip officers and staff with skills to build community confidence; Defining, developing and implementing a consistent Force approach on community funding utilising Proceeds of Crime Act and Police Property Act funding, supported by the Office of the Police and Crime Commissioner.
- Risk and Priority Framework: Based on the THRIVE+ model (Threat, Harm, Risk, Investigation, Vulnerability, Engagement, plus Prevention and Intervention).

Police Community Support Officers

12. Based on government statements about the future funding for policing – which projected reductions in police grant of between 25% and 40% - plans were made for compulsory and voluntary redundancy of a number Police Community Support Officers. In December 2015, the 2016-17 Police Grant Report confirmed real-terms reductions of 2.3% in funding, with Police and Crime Commissioners in low precepting areas encouraged to increase Band D Council Tax charges by £5 to protect real terms funding.
13. Following this announcement, and capitalising on savings delivered elsewhere (such as reduced estates costs), the Commissioner and Force announced that there would be no compulsory redundancies of Police Community Support Officers, thereby protecting 103 PCSO posts that would have been made redundant in 2016.