



Police and Crime Plan update & Precept Consultation

Barry Coppinger, Police and Crime Commissioner

Police and Crime Plan 2018-2023

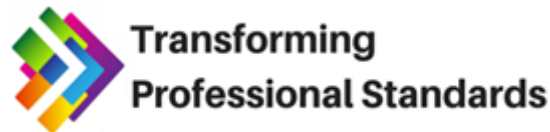
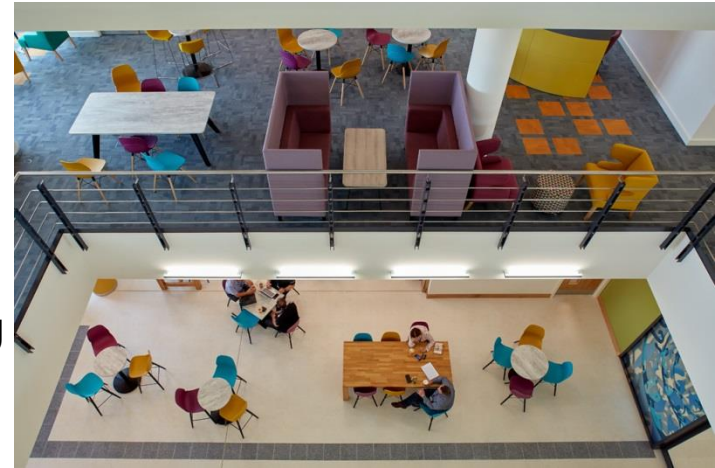
Five Key Priorities:

1. Investing in Our Police
2. A Better Deal for Victims and Witnesses
3. Tackling Offending and Re-Offending
4. Working Together to Make Cleveland Safer
5. Securing the Future of our Communities



Investing in Policing

- Developing the culture of Cleveland Police
 - Everyone Matters
- Transforming Standards and Ethics
- Agile Flexible Modern Facilities
 - Community Safety Hub
 - Improvements in technology – E-CINS
- Maintaining and Developing Neighbourhood Policing
 - Driving forward new and innovative ways of working in partnership on Community Safety
- Collaboration
 - Commitment to being open to collaboration in relation to all police functions other than its local neighbourhood provision





A Better Deal for Victims and Witnesses

- Providing enhanced services for vulnerable victims
 - A comprehensive victim referral service delivered by the Victim Care and Advice Service
 - Providing the same level of care for vulnerable victims of ASB
- Promoting and developing Teesside Sexual Assault Referral Centre as the hub for sexual violence
- Restorative Cleveland
- Review and implement the Violence Against Women and Girls Strategy
- Whole system approach to Domestic Abuse
- Review and transform our approach to witness care





Tackling Offending and Re-Offending

- Working together with the Durham PCC I have committed to driving forward reform of the Local Criminal Justice landscape, replacing the former LCJB with a Local Criminal Justice Partnership delivering:
 - An end-to-end system for rehabilitating offenders and reducing reoffending.
 - Integrated Offender Management
 - Deferred prosecution model – Cleveland Divert Scheme
 - Youth Offending Service Triage Scheme
 - Greater focus on preventing female offending (Ministry of Justice £203,000 grant)
 - Working in partnership to enhance employment opportunities and ensuring housing needs are met
 - Middlesbrough Pilot Heroin Assisted Treatment



LCJP | Cleveland & Durham
Local Criminal Justice Partnership





Working Together to Make Cleveland Safer

- Evolve
 - Durham & North Yorkshire collaboration (Major Crime, Dogs, Legal Services)
- Cleveland Fire Brigade (shared estate and assets) Learning and Development Centre
- Seven Force (strategic policing requirement collaboration)
 - NPCC No 2 Region (Counter terrorism, Combined Biological, Radiological and Nuclear)
- North East Regional Serious Organised Crime Unit
 - Durham & Northumbria collaboration
- National Police Air Service (NPAS Board)
- Local Authorities Safeguarding Children Hubs
- Other partnership working e.g. Rural Crime Forum, Strategic Hate Crime Group





Securing the Future of Our Communities

- Investing in Communities

- PCC commitment to engage with every ward in Cleveland (Your Force Your Voice over 600 meetings attended since elected)
- Funding youth diversionary activities
- During 2017/18, I granted over £140,000 for 36 local community safety projects.
- Further develop use of the Community Safety Fund - helping communities make a difference locally.
- Work with schools to prevent offending and victimisation this will include delivery of a programme designed to challenge racism, extremism and radicalisation
- Serious Violence Grant (£546,000 Home Office grant)





Financial Background and Context

- Only 27.5% of our Funding comes from the Local Precept
- With the remaining 72.5% from the Government
- There has been a significant and continued shift towards Local funding over the last 5+ years
- In terms of Government Grants we have had reductions of over £25m in CASH terms since 2010/11.
- This equates to around £40m in real terms. (the equivalent of around 800 Police Officers !!!!)
- Economies and efficiencies



A Lost Decade?

- In terms of Core Income we expect to have around £128m to spend in 2019/20
 - In 2009/10 it was £129m.
 - During these 10 years:
 - Inflation has increased
 - Pay has increased
 - National Insurance has increased
 - The Apprenticeship Levy has been introduced
 - Employer's Pension Contributions have increased
- AND**
- Demand has increased and is continuing to increase!!!



2019/20 Policing Settlement

- Expected to be announced 6th December
- Planning assumption is that we will receive the same Police Grant as we did in both 2017/18 and 2018/19 of just over £91m – so another real terms cut of nearly £2m.
- Expected to be able to increase Precept by £12 for a Band D property.
- This equates to an increase of 5.3%
- I will consult the Public on any proposed precept increase
- Continues the shift towards Local Funding for Policing Services
- We expect that the Tax Base in Cleveland will increase by 1.3% from the 2018/19 position.



What does this mean overall?

- Even with a £12 (or 5.3%) increase in Precept
- And a 1.3% increase in the Tax Base
- Our Core Income will only increase by 1.8%
- This isn't even enough to keep up with Pay Inflation (2%) or RPI/CPI (3%+)
- Any increase less than £12 will therefore make a very difficult position even worse.

AND

- Then we have the increased costs of Police Pensions.....



Additional Pension Costs

- If the position wasn't already difficult enough the Government have announced pension valuation directions to increase employers' contribution rates for Police Officers.
- The Home Office have indicated that Forces will need to meet additional costs of £165m in 2019/20 – this will mean an increased cost to Cleveland of around £1.7m
- This is then expected to increase in 2020/21, to a National cost to Policing of over £400m, and a cost to Cleveland of circa £4.2m!!!
- It is important to recognise that these additional contributions effectively end up in the Treasury



And so....

- Unless the Government provides funding to meet the full costs of these Pension increases then cuts and reductions in service are inevitable.
- To meet these additional costs locally would require increases in Precept of 10% - for each of the next 2 years – something that I can't currently do, without a Referendum
- In the unlikely event that either of the above happen – this would only be enough to meet current cost pressures and still wouldn't provide any further funding to invest in Policing and/or deliver more for the Public.

Transforming Cleveland

Police



Chief Constable's Policing Objectives

Keeping people safe and protecting our communities

- Preventing and reducing crime, ASB and wider demand
- Securing a trusted, quality and efficient police service
 - Protecting the most vulnerable in society
- Putting victims, witnesses and communities at the heart of all we do



The vision for change

“Transforming Cleveland Police into an outstanding and values led organisation in which our staff have pride and our communities have confidence”



The drivers for change

- **Increased empowerment** -reduced hierarchy and removal of unnecessary bureaucracy with clear lines of accountability and timely decision making
- **Agile workforce** -the best use of mobile and digital technology to facilitate agile working
- **Improved wellbeing** -Investment and improvements in our approach to the health and wellbeing of our workforce
- **Modern estate** -fit for purpose, modern and efficient workplaces
- **Collaboration** -working in partnership with others to deliver better outcomes for communities



The drivers for change

- **Workforce mix** -putting the right people with the right skills in the right places and embracing the use of volunteers and special constables
- **Leadership** -inspirational, bold and audaciously lawful leadership
- **Innovation** -innovative with service design based on the evidence of what works

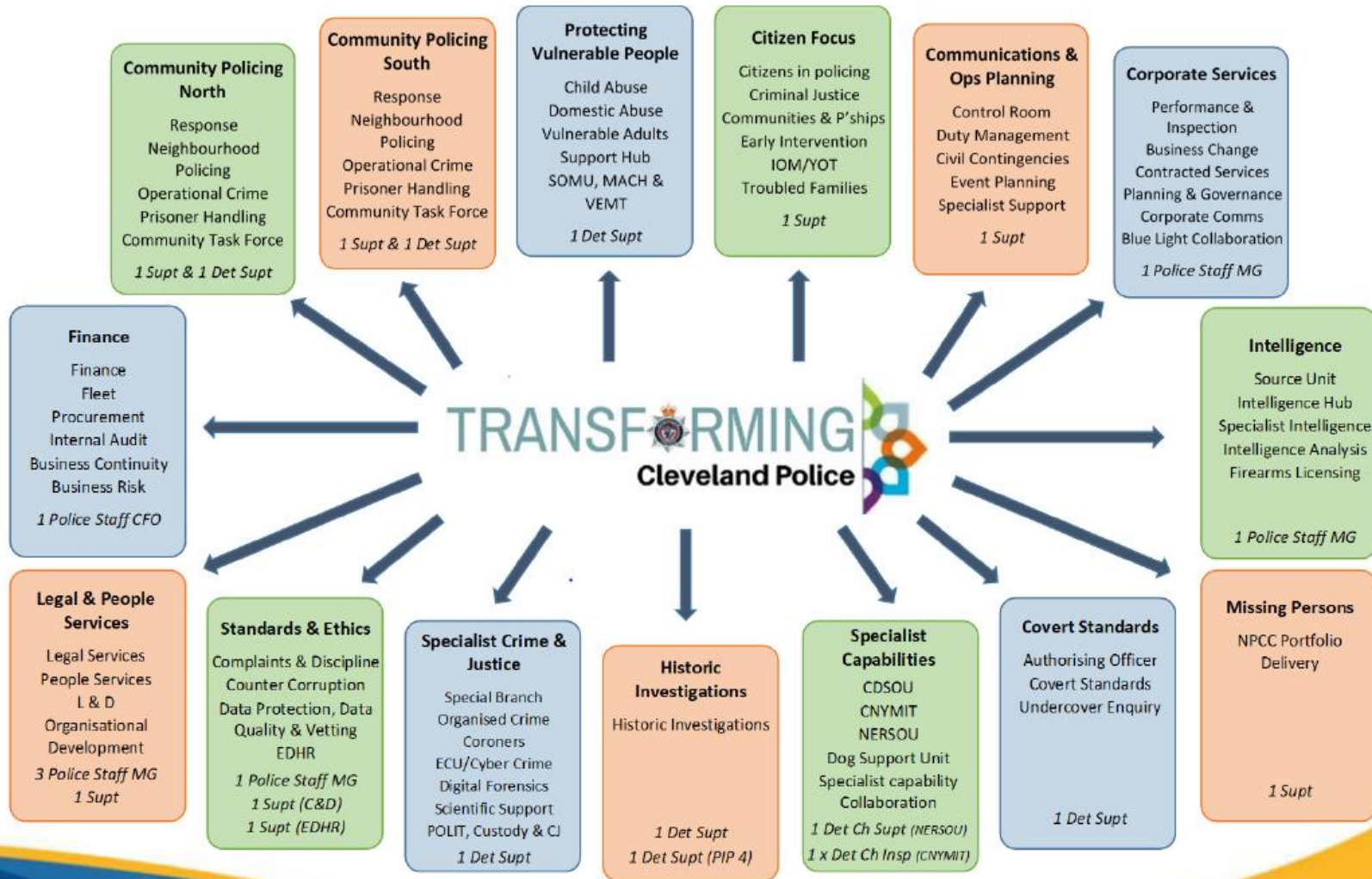


The design approach

- High level structure developed which is affordable
- Rationalised management posts in line with the five band model and appropriate supervisory ratios
 - Realigned existing resources to the business areas proposed to produce a draft staffing profile
- No changes made to structure of collaborative units – remain ‘as is’
 - Further workforce modernisation viable
- Detailed design work now required for each business area – changes can be made but impact must be cost neutral



Proposed New Structure



What happens next?



What is community policing?

- Community partnership and problem solving
- A collaboration which identifies and solves community problems to enhance and improve the quality of neighbourhoods.
- Resolution of serious problems which exist. Building better relations across all agencies and communities.
- Officers and staff being knowledgeable about their beat through targeted patrols with priorities set by public and police.
- Close working relationships with stakeholders, knowing communities, building valuable information intelligence about criminal activity.



What is community policing?

- Community policing is more than just residents. It includes:
 - Schools , hospitals, social groups, churches, businesses, private and public agencies and those who work in the area are also vital members of the community



What makes a community policing team?

- Police officers, Police Community Support Officers (PCSOs), Police Staff Investigators (PSIs), Community Coordinators
- An inspector will have overall responsibility and supervision of each community policing team
 - Inspector will be supported by deputy
- Each team will be led by a Sergeant responsible for tasking resources and working to identify and offer solutions to medium and long term issues



What makes a community policing team?

- Each police officer and PCSO will be allocated an area of responsibility
- Officers will be expected to develop background knowledge, identify any high risk victims, high risk offenders, identify vulnerable locations, areas of high risk and focus on predictive hot spot areas
- Community coordinators will identify community priorities , providing direction and guidance where team members should focus their patrols
- Coordinators will also work closely with partner agencies in identifying and resolving community issues
- Members of the Special Constabulary will be aligned to community policing team areas



How the model works



CONTROL ROOM

INSP



DEP SGT



SGT



SGT



PC



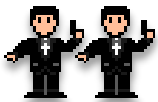
COMMUNITY CO-ORDINATOR



PCSO

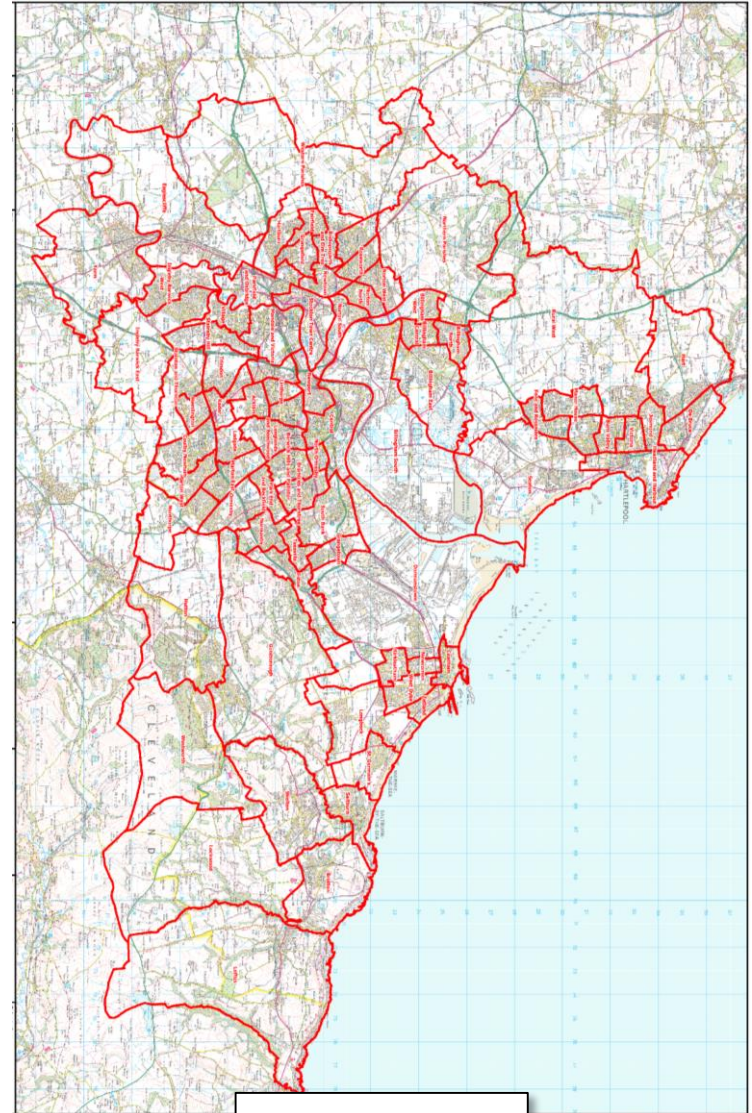


Local Crime Investigators



Specials/ Cadets

CID



File builders

Any questions?

