

Warwickshire Police 150*plus* Programme

**‘An effective and efficient estate
that supports a new policing model’**

**Police Authority launches consultation
on council tax level**

Background

Warwickshire Police and Police Authority are delivering a radical change programme to ensure that the force maintains a balanced budget and continues to deliver the maximum protection possible to reduce death, injury, loss and distress in the county.

This fourth briefing note explains changes agreed by the Police Authority to the police estate, in order to ensure that all our buildings are as efficient and effective as possible and support the new policing model.

Having fewer buildings with lower running costs overall will release additional finances to pay for our workforce and other resources that deliver protection.

It provides further information about our policing model which will deliver services once, at county level, or 33 times as Safer Neighbourhood level.

It also contains details of public consultation on council tax levels for 2011/12.

Key updates since the last briefing note

Policing Service Delivery Model

A new policing model was supported by the Authority on November 17 and will come into operation on Monday, May 9.

We will operate with three countywide policing teams, supported by a resource service designed to ensure that all our services deliver the best value for the public.

Our three policing teams are:

- **Safer Neighbourhood Teams** – tackling the problems and the people that cause you harm
- **Patrol Team** - Officers will provide visible patrols across the county, focussing particularly on areas of the county most affected by crime and disorder. We will respond to incidents according to the risk of harm.
- **Investigation Team** – We will carry out a professional

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investigation to identify those responsible. You will have an identified person to carry out the whole of your investigation.

Explaining each team in more detail:-

- **Safer Neighbourhood Teams**

- This will be a proportion of our workforce purely working with communities and local partners to identify and solve local crime and disorder issues of most concern.
- Made up in 33 local Safer Neighbourhood Teams (remain policing same areas as at present), teams will consist of a Beat Manager who will lead a team of PCSOs, Specials and partner agency staff.
- Other warranted police officers will support the teams in problem solving but also tackling persistent and prolific offenders and other people who cause the most harm and who we actively manage.
- SNTs will no longer be investigating crimes or generally tasked with patrol responsibilities but will provide targeted support to communities to tackle local issues.
- Visibility within communities will be increased, as dedicated SNTs will now be supported by our patrol team with dedicated warranted officers tasked to patrol in specific areas according to the risk of harm.
- This team will have more opportunity to reduce harm before it occurs and tackle crime and disorder issues which really affect communities.

- **Patrol Team**

- This team will consist of police officers dedicated to delivering patrols across the county but particular attention will be given to areas most affected by crime and disorder. To ensure our response times remain the same as at present, patrols will be tasked across the county.
- These officers will operate forcewide rather than be limited to individual borough and district council areas to deliver the right service first time. While patrolling, the nearest officer will be dispatched to emergency and priority calls for service.
- This gives us more flexibility to task where resources are most needed.
- Visibility of policing will increase as teams will be equipped with additional technology to reduce the need for them to return to a police base during their shift.
- These officers will deal with incidents in the first 'golden hour', secure evidence and identify victims, witnesses and potential offenders.
- Response times to emergency and priority calls will remain the same as at present

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- **Crime Investigation Team**

- A separate investigation team will ensure that patrol officers are not drawn away from their duties for extended periods of time dealing with people who have been arrested.
- Officers and Police Staff Investigators dedicate their time to providing thorough investigations for anything, for example: serious anti-social behaviour, street robbery or murder.
- One investigator will have ownership over each investigation.
- Our Major Investigation Unit will deal with the most serious crimes and also investigation into road death and injury – delivering the highest standard of investigation possible.

- **Resource Directorate**

- Our professional service functions will ensure that all of our services are delivered and provide the best value.
- This team will provide professional services and facilities to enable the delivery of policing in Warwickshire.

Policing in Warwickshire will continue to be built on five key foundations:

- § Guaranteed local policing
- § A focus on protection
- § Delivering the right policing response
- § Ensuring the most effective and efficient service possible
- § Ensuring that the service continues to operate as a single workforce - with the right number of officers with legal powers and police staff with professional skills.

By now all Police Officers, Police Community Support Officers (PCSOs) and Specials have been informed of the role they will be delivering within this new model and members of police staff know the role they are currently contracted to deliver.

Financial Challenge

On December 14 2010, the force announced that the savings challenge faced by the force had increased by £9.5m, from £13.4m to £22.9m over the next four years.

In November, the Police Authority agreed force change programme recommendations to reduce the force budget by £13.4m. Further proposals to address this additional funding gap are now being developed and will be presented to the Authority in due course.

Police Authority Precept

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Warwickshire Police Authority is consulting council taxpayers on how much they would be willing to pay towards policing in Warwickshire.

The Authority has issued the following media release:

The average council tax bill includes £174.10 to support the police service. How much extra would you be prepared to pay to minimise reductions in the service?

By the end of last year Warwickshire Police had helped to reduce overall crime levels in Warwickshire by 25% since 2006. Levels of violent crime have reduced by more than 30% over the same period.

The force has recently produced a "Blueprint for Change" which will generate ongoing savings of £13.4 million from 2011/12. This is on an annual budget of £100.769 million, and by the end of the period will constitute a reduction in this budget equivalent to 13.3%. The significant benefit of the blueprint is that current front-line performance levels and standards would be protected.

On the basis of the information about future grant settlements which we have now received from the coalition government, **additional** savings of £9.5 million, over and above those that will be achieved through implementing the blueprint, will be required from the Warwickshire Police service over the next four years. Moreover, the government's savings targets are front-loaded, so additional savings of £3.0 million are required in 2011/12. It is unlikely that additional savings on this scale can be delivered without affecting current service levels.

The figures above are based on the equivalent of a 2.5% increase in council tax, although the government has promised to pay a grant (the Council Tax Reduction Grant) to all authorities who limit their tax increase to 2.5%, to avoid the increase being passed on to council tax payers. If the tax increase is set above 2.5% no grant would be received.

The purpose of this consultation is to determine whether there is a public willingness to meet some of the savings target through an increase in council tax in order to minimise any reductions in the police service. The current level of the Police Council Tax for an average property (Band D) is £174.10 a year. By way of examples, a council tax increase of £5 per year would generate further income of £129,000 per annum; an additional annual council tax payment of £8.70, a 5% increase, would generate an additional £868,000 each year; an increase of £10 a year would generate additional income for the police of £1,125,000 each year.

Please see the Police Authority website for details of the survey at:
www.warwickshirepa.gov.uk

"The Police Authority will consider the results of the survey on February 23 when it meets to set the budget for 2011-12.

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Workforce

We have announced that while we will still do everything possible to minimise reductions in officers and staff, we anticipate that our workforce will reduce in size in the years ahead by around 450 people.

Estate changes to support the new policing model

Our estate will change to ensure that it is the most effective and efficient possible to support the new policing model, costing less to run and maintain.

Buildings that are no longer 'fit for purpose', in the wrong place or which do not support policing in the future will be removed. It has already been announced that the force will vacate most of the Leek Wootton headquarters site, with Chief Officers moving to the Warwickshire Criminal Justice Centre, Leamington, by March.

In the last briefing note, we explained work already ongoing in partnership with other local public services to examine the requirements of the public in contacting the force. We have already merged front office services with other organisations in Warwick, Alcester and Kenilworth. We have received good feedback on these changes and are in discussion regarding other potential partnership locations in Atherstone, Coleshill, Bedworth, Shipston and Southam.

We have to ensure that we have the right buildings in the right places to support the future delivery of policing services.

These changes will not mean that officers and staff will not be visible or operating across all areas of the county as they do at present. Our response times to emergency or priority calls will not change and our Safer Neighbourhood Teams will continue to meet in local places and attend community forum meetings.

The agreed estate strategy builds upon the need to ensure that all functions across the force are delivered close to our communities in order that visibility can be maximised and that functions can play their full part in operational service delivery.

We will operate from a mixed location of premises in the future but it is clear that Warwickshire will have very few police only buildings, as this is not the best way to deliver joined up working. We continue to speak to partners about further opportunities.

- **Safer Neighbourhood Offices and other police deployment bases** – these will be located across the county and will simply be a base from which members of our patrol teams and Safer Neighbourhood Teams deploy from. This means picking up equipment, vehicles etc... and then going out into the community.

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- **Justice Centres** – these are multi-agency buildings within which the police will be co-located alongside criminal justice partners.

It is our intention that such public access points are provided in the most cost effective manner which means that services, such as front office services, are being provided in partnership through arrangements such as Warwickshire Direct.

Key to all of this is that our workforce will be more visible and in the community, for example Safer Neighbourhood teams will arrange regular opportunities to meet the public at supermarkets, schools, libraries etc... and part of our estate strategy is to keep these members of our workforce out of buildings and mobile by putting in place the right technology and infrastructure to do this. Teams will also meet the public at various points across the county, at drop-in sessions, surgeries and at mobile police stations.

It is vital to remember at this time that every pound saved on our estate means more money to protect people from harm. Less buildings equals more protection and the innovative new ways of working we will be delivering as part of our new policing model will mean less need for expensive buildings which are not fit for purpose.

Informing partners, stakeholders and local communities

Attached to this briefing note is a document that explains how we will deliver protection from harm, through dedicated teams dealing with problem solving in local communities; patrol and response and investigation.

Another note explains how we prioritise emergency, priority and non-priority calls and the many avenues through which face to face communication will still take place. Please feel free to cascade this information to members of the public.

Also attached is a document explaining the changes we are making, location by location. Updates to changes at individual locations will be communicated by the force to the public and partners as they happen.

Future action and key dates?

A new shift pattern for officers and staff comes into operation in May this year. This pattern will ensure that more of our workforce are on duty every day, increasing visibility. Work on the estates strategy will progress as quickly as possible and dates around individual locations will be communicated when known. Stations will not close until alternative contact points have been identified, established and communicated.

The force and Authority continue to have discussions with partners at county, sub-regional and regional level to identify other opportunities for providing more effective and efficient services to realise the full savings that we need to achieve.

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Further information

If you have any questions about service changes please contact the 150plus team who will ensure that you are provided with the most up to date and accurate information possible.

If you have further questions about the Police Authority consultation, please contact the Authority directly.

If you would like further information, please contact:

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