

For Information	
Public	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	19th July 2018
Report of:	Chief Constable
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Other Contacts:	Superintendent Roberts
Agenda Item:	3

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Neighbourhood Policing Strategy – Partnership Tasking and Engaging Communities

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update to the meeting on the neighbourhood policing strategy for Nottinghamshire Police.
- 1.2 The report will focus on the following areas:
1. Neighbourhood Policing (NHP) Structures – the new structure and the progress against the corporate plan.
 2. College of Policing guidelines for NHP and the Nottinghamshire Police approach to compliance.
 3. The Force's approach to community engagement and tasking.

2. Recommendations

- 2.1 It is recommended that the meeting notes the contents of this report.

3. Reasons for Recommendations

- 3.1 To ensure that members are appraised on our approach as requested.

4. Summary of Key Points

- 4.1 The new Nottinghamshire NHP structure operates with the following key features;
- There are two geographical, operational policing areas; the city and the county.
 - Both the city and the county have their own area commander (City – Superintendent Baxter, County – Superintendent Roberts).

- Each commander has command and control of all of the resources assigned to their area. These resources include; NHP response and investigation.
- Each command area is sub divided into smaller areas, with each one being under the command of a Chief Inspector.
- Each Chief Inspector then has a number of Neighbourhood Policing Inspectors (NPIs) who are in turn responsible for the policing of their Neighbourhood Policing Area (NPA).
- Within each NPA is an NHP team, each led by a dedicated Inspector, and made up of beat managers and Police Community Support Officers (PSCOs). These teams are geographically based with named contacts for our communities and partners.
- The NHP teams are co-located wherever practicable with key partners in multi-agency hubs. Where they are not co-located officers and staff work hard to ensure close working relationships with key partners.
- The Force has established tasking processes which prioritise the deployment of resources against threat, harm and risk. These are complimented by local multi-agency tasking arrangements. Local meetings take place weekly and at operational delivery level. They also feed into the force tasking processes.
- The local processes aggregate up and feed into the respective partner led CSP (County) and Community Protection (City) meeting structures. These processes provide appropriate accountability and audit.

4.2 **NHP structures – progress against the corporate plan;**

- 4.2.1 **People:** Recruitment and training of student officers is on track with a number of officers being deployed onto Neighbourhood Policing Teams (NPTs) to fill current vacancies. Steps are being taken to ensure that officers receive structured exposure to duties faced by response colleagues in order to provide a rounded probationary period.

Recent promotion processes are now filling supervisory vacancies on NPTs in order to provide stability and resilience from a supervisory perspective. Overall staffing will reach its funded establishment over the next 6-12 months.

Both City and County Commands have regular “People” meetings with operational managers and HR to monitor resourcing, training and performance implications. NHP features as a specific theme in this dialogue.

- 4.2.2 **Premises:** The co-location of NHP and Response Teams with partners is on track as per the Chief Constables plan. Co-location at Jubilee house (Arnold), Queens Building (Worksop) and Ashfield will be completed within the next several weeks. The planned works at Hucknall is a longer term initiative with an approximate time-line given by the Estates Department of 18 months (subject to on-going assessment).

4.2.3 **Agile Working:** The roll-out of Lenovo laptops as part of the force agile working strategy is on-going. This is being well received by staff and is pivotal in delivering increased visibility and an improved service from a NHP perspective. Agile working will help to ensure a more responsive, efficient and effective approach by giving officers more visible time in our communities as officers will not need to return to the station as often.

4.2.4 **Partners:** Our partners are briefed on both the NHP plan and its level of maturity. We have been open and transparent in terms of the expected benefits but also the time it will take to properly embed the NHP component of the new force operating model.

4.3 **College of Policing guidelines for NHP and the Nottinghamshire Police approach to compliance;**

4.3.1 The new College of Policing (CoP) guidance was released in May 2018. Since that time, and in-line with the HMIC recommendation, a review has commenced on how Nottinghamshire Police can implement the new NHP approach. An assessment and gap analysis process is currently underway using the seven pillars identified in the CoP guidelines as the basis for the work. This aim is to complete this initial exercise by 30th July 2018. The document shown at **appendix 1** is a draft document outlining early thoughts regarding governance.

4.3.2 The current on-going work relating to the development of problem profiles, initially championed by the Office of the Police and Crime Commissioner (OPCC) and now being led under the over-arching banner of the Safer Nottinghamshire Board, dove-tails into the key recommendations within the CoP guidance relating to effective use of analysis to support problem-solving and evaluation. Although this work is in the development stage, all stakeholders are committed and analytical resource has been identified to provide the much needed capacity to deliver this by the 2019 target date.

4.4 **Community Engagement and Tasking Update**

4.4.1 NPTs use a variety of tactics to engage with communities and partners to task resources according to identified priorities. These include;

- Community profiling – utilising police and partner’s details to compile information on established and emerging communities.
- Safer Neighbourhood groups – A key mechanism for implementing the statutory responsibility placed upon police forces to consult with the public under Section 34 of the Police Reform and Social Responsibility Act 2011.
- NPT Surgeries/drop ins - advertised via local communities/partners.

Use of social media as part of the strategy for both seeking information and providing updates on police/partner activity.

- Joint partnership operational briefings and tasking mechanisms.
- Quarterly Community Safety Partnership (CSP) meetings.
- Problem solving plans shared and stored utilising the ECINS database. This will also ensure that sharing of best practice.
- NHP teams undertake patch walks giving communities the opportunity to engage with local teams whilst out in their local areas.
- Victim surveys are carried out to determine the level of satisfaction that people feel about the service they have received from the police after being a victim of a crime. This provides us with valuable information to help us to continue to improve our service.
- Community profiles developed utilising partnership data in turn used to develop local engagement plans. These plans detail the way in which each area will develop and maintain community engagement, through arrangements such as residents meetings, community events, pop-up police stations and youth groups to name a few. The plans are flexible and responsive and include details on specific projects that could help to enhance engagement.

4.4.2 Nottinghamshire Police's NHP strategy is currently being reviewed and revised to ensure that it is reflective of the College of Policing (CoP) endorsed approach. A key part of the CoP approach to NHP focuses on community engagement and therefore, our review is ensuring that this is at the heart of our review.

5 Financial Implications and Budget Provision

5.1 There are no financial implications arising from this report.

6 Human Resources Implications

6.1 There are no Human Resource implications arising from this report.

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 There are no additional risks associated with this report.

9 Policy Implications and links to the Police and Crime Plan Priorities

9.1 Likely revision of the NHP policy pending COT approval.

10 Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations relating to this report.

11 Details of outcome of consultation

11.1 Not applicable at this stage.

12. Appendices

12.1 Appendix 1 – Draft of proposed Governance arrangements.