

South Yorkshire Leaders' Meeting, January 2016

Putting Safety First

The Police and Crime Plan 2016-20

Introduction

In September 2015 the Police and Crime Commissioner (PCC) and the Chief Constable (CC) set out a direction for policing in a paper entitled 'Policing South Yorkshire in 2020'. This was a first attempt to look ahead over five years: it noted changing patterns of crime and rising demand; it acknowledged the difficult financial environment; and it made clear the implications for the workforce.

Since then thinking has developed further in the light of the government's comprehensive spending review and the consultations the PCC has had with the public about what they expect from the policing service.

This paper sets out how South Yorkshire Police is being developed in order to create an efficient, effective and sustainable policing model that can meet the challenges outlined above.

**Preparing the Police and Crime Plan 2016-2020**

The PCC believes the current aim and priorities of 2016 Plan should stay the same:

***'South Yorkshire will be and feel a safe place to live, learn and work'***

**Priorities:**

***Protecting Vulnerable People  
Tackling Crime and Anti-Social Behaviour  
Enabling Fair Treatment***

However, the changing nature of crime and the rising demand on policing requires that services are delivered not only according to need (an assessment of Threat / Harm / Risk) but also according to the impact of crime and anti-social behaviour on communities (both real and perceived).

In renewing the Plan, therefore, some emerging themes will have more emphasis:

- Victims of domestic abuse, human trafficking and hate crime
- Seeking to understand the causes of fatal road traffic collisions to enable greater prevention
- Developing an effective counter terrorism capability
- Ensuring an effective response to armed criminality within South Yorkshire
- Building confidence with the public and contributing to community cohesion

The following **'working assumptions'** will underpin all decision-making:

1. Remaining committed to Neighbourhood Policing
2. Deploying resources to areas of highest demand based on threat, harm and risk
3. Finding ways to understand and address appropriately feelings of safety

4. Distinguishing more carefully between demand that requires an appropriate police response and demand that is the primary concern of other partners
5. Consulting public and partners about what they expect of South Yorkshire Police
6. Encouraging the workforce at all levels to contribute towards improving service delivery
7. Maximising partnerships with other forces, local authorities, emergency services and others in the criminal justice system at local, regional and national levels, where it makes for greater effectiveness and efficiency
8. Embedding the Code of Ethics for policing in our culture

### **Delivering the Plan**

A number of work-streams have been put in place to ensure service delivery meets the policing and crime needs for South Yorkshire now, in 2020, and beyond:

#### **1. A review of the existing operational policing model**

Phase 1 - During 2015 the Force moved to more flexible multi-skilled Local Policing Teams ('LPTs') which maintain the commitment to local policing and also provide greater resilience and more operational responsiveness at busy times.

Phase 2 - A Strategic Partnership with Humberside has been created to bring together, over a 3-year period, key operational departments and support services, along with administrative and financial functions. This will deliver greater functionality at lower cost, thereby enabling reinvestment of resource in operational capability as well as continued support and commitment to Neighbourhood Policing in South Yorkshire.

Phase 3 – In the first half of 2016, an evidence-based review will be conducted to consider options for the best policing structure, based upon strategic influencers such as – compatibility with collaborative arrangements, effective management of CSE and child abuse, the need for corporate systems and future-proofing with regard to potential elected mayoral models. It is intended this will also reduce administrative and support costs which can then be re-invested in operational capability. Once an option is agreed, the Force will move to design and implement the agreed structure.

Phase 4 – Work is already underway to find new and innovative ways of delivering community safety in partnership with local authorities and other partners. This is a longer term piece of work aimed at determining options for the future to be delivered during the financial year 2017/18.

#### **2. A review of contact management**

The Force recognises that it must improve and transform the public's access to information, advice and services, and facilitate the most effective response by 'getting it right first time'. Services to the most vulnerable will be improved and immediate access to information will allow the police response to be properly prioritised.

New technology is needed – and this will also enable further opportunities for collaboration with other local public service partners to help co-ordinate and provide appropriate responses that resolve community issues and reduce demand across public services.

#### **Implications for the workforce**

The recent budget settlement and review work outlined above, guided by the working

assumptions, will identify the future operating structures and optimum workforce mix.