

GREATER MANCHESTER POLICE, FIRE & CRIME PANEL

Date: 21 March 2023

Subject: The new GMP Neighbourhood Policing Model

Report of: Terry Woods, Deputy Chief Constable, Greater Manchester Police

Purpose of Report

To provide the Police and Crime Panel with an overview of the new GMP Neighbourhood Policing Model that was launched on the 20 March 2023.

Recommendations:

The Panel is requested to:

1. Note the background findings from the Neighbourhood Policing Review (NPR) and consultation.
2. Note the elements of the new Neighbourhood Policing Model.

Contact Officers

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Equalities Impact, Carbon, and Sustainability Assessment:

An equality assessment (EIA: Equality Impact Assessment) has been carried out on the Officers who are in scope of the project and likely to be impacted by the shift pattern change.

Risk Management

The project (Neighbourhood Policing Review and implementation of the approved NPR Model) risk management approach follows Prince2 methodology and in line with Management of Successful Programmes (MSP) risk management for any escalated risks to programme board.

Legal Considerations

The project undertook GMP's HR support and guidance to lead on the consultation on the introduction of the new Neighbourhood Policing Review Model and the three weeks shift pattern proposal. Consultation began on 17th August 2022. At the start of the consultation briefings sessions were held with PCSOs, and staff and officers received an individual email outlining in detail what the proposals meant for them. The consultation with the officers and the Federation concluded on 13th October 2022, however, the consultation with the PCSOs and their representatives is still ongoing.

The proposals generated 135 submissions in total from staff, officers, the Police Federation and Trade Unions representatives, in relation to several areas.

Financial Consequences – Revenue

The resourcing of the neighbourhood model has been assisted via the police uplift programme along with resources from the police precept from 2021/22 and 2021/23.

The Business Case has undergone due diligence and GMP's approval process including POAP Portfolio endorsement in addition to GMP's finance governance approval process (Finance Governance Board and Capital Review Group).

Future Revenue implications are showing a saving to the GMP's budget of £45k per year, this is due to changes in the shift pattern for the NBO's resulting in less unsocial hours payments. The request for 3 additional sergeants will be covered by the overall existing police officer budgets (therefore this is shown as an Opportunity Cost).

Financial Consequences – Capital

The resourcing of the neighbourhood model has been assisted with resources from the police precept from 2021/22 and 2021/23.

As mentioned in the previous section the final Business Case underwent GMP's approval and finance governance process.

There are no capital financial consequences as a result of the NPR project.

Number of attachments to the report: 1

Appendix A: Planning our Future: Our Neighbourhood Policing Model Booklet

1. Background on the neighbourhood policing review

Neighbourhood policing is the primary way for policing to connect with communities and partners. It allows GMP to listen to the public, build confidence in policing and to act with partners to keep communities safe.

It is widely accepted that, in recent years neighbourhood policing in Greater Manchester has been eroded and has not served the public well. Neighbourhood policing teams were often abstracted to perform other duties and respond to incidents – drawing them away from their communities. GMP were also missing significant opportunities to work in an integrated way with partners and there were significant gaps in shift patterns. These points were also recognised in the PEEL Inspection reports by HMICFRS.

A review of Neighbourhood Policing was commissioned by the Chief Constable in 2022 and to support the review a vast amount of consultation and engagement has taken place with the public, partners, and staff.

Based on the feedback from over 8,000 members of the public as well as partners and staff, the neighbourhood policing review has sought to: -

- Professionalise neighbourhood policing and problem solving.
- Introduce a corporate neighbourhood policing approach, with minimum standards. This will ensure a level of consistency but with a degree of flexibility, to build on existing partnership arrangements, on a district-by-district basis.
- Minimise abstractions to keep neighbourhood policing team resources dedicated to the task of neighbourhood policing.
- Demonstrate effective and visible community policing.
- Improve how GMP and partners align and deploys its resources to meet need and demand (e.g., shift patterns, staffing ratios and geographical alignment.)
- Improve how GMP problem solves with partners and gets to the root causes of what drives crime and ASB in communities and
- Improve how GMP engages and communicates with communities (e.g., community messaging) and improves confidence.

The public consultation showed that people want to see visible and accessible neighbourhood policing teams that were both focussed on tackling crime and ASB as well as engaging with communities and partners. The public consultation showed that the top

issues people want neighbourhood policing to focus on were the same across every district: - drug dealing (and associated ASB), burglary, speeding and other road traffic offences.

2. The new model of neighbourhood policing

The enclosed booklet (Appendix A) provides the background on the findings of the review, the public consultation, and the make-up of the new structure.

In summary: -

- We will have a total workforce of 1,148 officers and staff working on ring-fenced neighbourhoods working a new shift pattern to improve cover and managed with strict abstraction protocols.
- Every ward will have a PCSO and every neighbourhood policing area will have an Inspector, Sergeant and increased numbers of Police Constables to enable teams to respond to the issues identified in the consultation – such as drug dealing and ASB.
- A new neighbourhood messaging system ‘Be in the Loop’ will be launched – enabling residents to sign up to real live updates and the ‘local area’ part of the GMP website has been updated.
- Additional specialist prevention and crime teams will be in place in every district to provide dedicated technical and specialist support. Capabilities have also been boosted through new Neighbourhood Prevention Hubs which will enable GMP to problem solve with partners to get to the root causes of what is driving crime and ASB in communities.
- There has been significant training and investment into professionalising neighbourhood policing teams which will improve how the teams’ work including interaction with partners and communities.

The new Neighbourhood Policing Model was launched on the 20 March 2023.