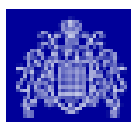


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Business Case for Growth in the Metropolitan Police Service 2006-07 Phase 3



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THE CASE FOR GROWTH

Introduction

Officer numbers in the MPS have grown over the past couple of years to support the vision of making London the safest major city in the world. The focus has been on the delivery of community based policing, to be delivered within a four year plan taking us up to 2007/08. The initial judgement was that this would require an increase in numbers towards 35,000 police officers and police community support officers (PCSOs). At this time, we currently have 33,580 officers and PCSOs.

Community based safer neighbourhoods policing improves the service we offer locally to the citizens of London by responding to an effect we call 'the success gap'. The success gap occurs when the MPS, working with partners, achieves reductions in priority crimes that have been identified through the constitutional process by HM Government and the Metropolitan Police Authority. These priorities do not, however, always reflect the priorities that local communities would set with police if they had that opportunity. As a result they do not feel the benefits locally and therefore would dispute that police are impacting on their quality of life.

The MPS has already rolled out 256 Safer Neighbourhoods teams across London with some local authorities providing funding to enhance the number of teams further. Their impact is significant. In Public Attitude Surveys, people are reporting that they feel significantly less at risk in their communities than before the advent of safer neighbourhood teams. They also value the opportunity to hold their local police to account through Citizen's Panels.

There is a desire now to quicken the roll out of the safer neighbourhood teams so that each neighbourhood is covered by local officers and PCSOs during 2006/07. This paper supports that approach and provides the costing information required for that quicker roll out.

Safer Neighbourhood Teams

Summary of Growth Bid

Growth is required to support the introduction of the remaining 368 Safer Neighbourhoods Teams each consisting of:

- 0.125 Inspectors.
- 1 Police Sergeant.
- 2 Police Officers.
- 3 PCSOs.

The bid also includes a minimum level of supporting resources, reflecting the tighter financial environment within which these teams will be delivered and the willingness to the MPS to undertake the roll out of the remaining teams with a smaller level of supporting resources which will require the creative use of existing resources.

Why is the Growth Needed?

The role of the uniformed patrol Police Officer, or PCSO, is highly valued by the public in London. Patrolling officers provide a sense of security, a sense of help being close at hand. Local police officers that know, and are known to, the community are especially valued. They provide immediate and highly visible accessibility for the public to policing services, and familiarity with specific local problems and needs. Research shows a strong correlation between public satisfaction and the deployment of local officers.

Consultation across London strongly confirms that the public want a substantial increase in community-based policing; delivering dedicated street patrols and a greater visible presence of officers who are familiar with their local needs and issues. Clearly London needs a police service which responds effectively to emergencies. However Londoners consistently tell us that they also want community-based policing, which provides sustained, informal and non-confrontational contact with the police outside times of crisis. They want to build working relationships with the police and develop mutual trust, both essential to solving local problems of crime and anti-social behaviour. All the evidence tells us that dialogue between community-based officers, and local residents, who know, trust and regularly converse with them increases intelligence, which in turn suppresses crime. Dedicated resources, committed solely to community-based policing, can turn this relationship between community intelligence and the suppression of crime into a virtuous circle with major benefits for London.

Safer Neighbourhood Teams align Police Officers and PCSOs closely to neighbourhoods and have given officers specific geographical responsibility for engaging with the local community, and ensuring that police, partner agencies and the public play an active role in resolving local problems. They are dedicated to tackling signal events. These are events that have a disproportionate impact on public and individual perceptions of risk, such as anti-social behaviour, disorder, graffiti and criminal damage. Significantly, the types of crime and disorder targeted vary from community to community, and locality to locality, because local people are involved in identifying what impacts most on their fear of crime. Ring-fenced Safer

Neighbourhood Teams make a commitment to dealing effectively and consistently with those issues. Londoners are seeing the difference.

There are now 256 centrally funded Safer Neighbourhoods Teams and some Local Authorities are financing the early rollout of additional teams. These teams involve communities in identifying priorities for action and together with partners, and the communities themselves, finding solutions to local problems. The Safer Neighbourhood Teams have a dual role in reassurance, and crime reduction. It is vital that these two roles are acknowledged, and the outcomes are measured as success.

Previous local policing initiatives have foundered as staff were diverted to other imperatives. Safer Neighbourhoods requires a continuous and reliable police commitment, especially in more challenging areas where the Safer Neighbourhood Teams will need specialist support. It represents a significant demand upon MPS resources, and is a seismic shift in how we operate as an organisation.

The benefits that will be realised through this growth

Safer Neighbourhood Teams increase public reassurance.

The deployment of Safer Neighbourhoods Teams is having a marked effect on reported crime levels. In 2004-05 key successes include:

- Total Notifiable Offences (TNOs) were down by 6.8% in Safer Neighbourhoods, compared to a 4.3% reduction overall.
- British Crime Survey (BCS) comparator crime is down by 8% in Safer Neighbourhoods, compared to a 6.4% reduction overall.
- Burglary is down by 6% in Safer Neighbourhoods, compared to a 3% drop in non- Safer Neighbourhoods.
- There has been a 5% reduction in robbery at Safer Neighbourhoods, as opposed to a 2% reduction in non- Safer Neighbourhoods.

Overall Safer Neighbourhoods Teams have had a positive impact on crime.

The roll out of the remaining 368 teams over one year, instead of the planned two, provides the opportunity to reap over a shorter time the benefits for the people of London of this approach to policing and problem solving.

How those benefits will be measured

- Public Attitude Surveys (PAS).
- Ward Level Crime performance data.

How the data to measure the benefits will be collected

- PAS now can give Safer Neighbourhoods/non-Safer Neighbourhoods results.
- Monitored by Corporate Performance Group.

Race and Equality Impact

A key objective of the MPS and MPA is to build an organisation that reflects the diverse communities of London. A more representative workforce will enhance the confidence of the London public in the MPS, and deliver a policing service better tailored to meet London's diverse needs.

The increased recruitment of PCSOs and Police Officers will provide an opportunity to ensure that more Londoners from more diverse backgrounds are involved in policing their own city. Diversity measures and targets have already been set across the whole policing family (see below). Significant growth will provide an opportunity to increase the diversity of the workforce. It allows the MPS to meet those targets much more rapidly than at existing recruitment rates, and workforce turnover patterns, would otherwise achieve. Further it is believed the role of PCSOs will be a route for many to join the MPS as Police Officers. Thus the higher levels of minority ethnic and female PCSOs will lead to an increase in minority and female representation across police roles in the MPS.

Prior to the programme of growth beginning on 1st April 2004, the proportion of female Police Officers was 18.18%, and 6.52% (Black and Minority Ethnic) BME. The figures for PCSOs were 28.93% female, and 34.65% BME Officers.

At the end of May 2005 the proportion of female Police Officers was 19.3%, and 7.03% BME. The figures for PCSOs were 30.2% female, and 34.20% BME Officers.

Appendix 2

Roll-Out of 368 Safer Neighbourhood Team	New Posts	Existing Strength	Composite		
Inspectors	0.125	0	0.125		
Sergeants	1	0	1		
Constables	2	0	2		
PCSOs	3	0	3		
Growth in 2006/07	Proportion Numbers of Year in Growth in 2006/07			Growth Required 2006/07	Growth Required 2007/08
<u>Safer Neighbourhood Teams</u>				£'000	£'000
Inspectors	25%	46		864	3,537
Sergeants	50%	203		6,539	13,383
Sergeants (Ex PBOs)	100%	165		10,629	10,878
Constables	50%	401		9,925	20,325
Constables (Ex PBOs)	100%	335		16,583	16,980
PCSOs	50%	1,104		17,388	35,619
Total - Staffing Increases				61,927	100,723
PCSO Recruitment/Training				1,400	0
SNT Training				1,000	500
	Commitments in MTFP (£89.644M)	Total Requirement 2006/07	Total Requirement 2007/08	Growth Required 2006/07	Growth Required 2007/08
<u>Strand Costs</u>				£'000	£'000
Territorial Policing	383	729	751	1,346	1,387
Property Services Division	8,753	11,753	14,016	3,000	5,000
ICT	7,099	12,099	14,189	5,000	6,877
DPA	110	57	59	-53	-55
Finance Services	484	533	601	49	103
Commercial Services	182	209	243	27	56
DCC (DPS)	1,257	1,659	1,709	402	0
Subtotal	18,268	27,039	31,568	9,771	13,368
Capital Financing				3,728	4,129
Total Funding Requirement				75,148	118,720