

AT NEIGHBOURHOOD LEVEL



AT BCU LEVEL



AT FORCE LEVEL



AT NATIONAL LEVEL



AT INTERNATIONAL LEVEL



FROM POLICING THE LOCAL BEAT TO DISRUPTING GLOBAL CRIME NETWORKS:

Reforming the structure of Policing in the 21st century

People want to feel safer and be safer. Effective policing is key to that, from the street level to the international level. The Government is committed to improving the police service and making it fit for the 21st Century through investment and reform. This is delivering real results. Overall crime is down 35% since 1997, officer numbers are now at record levels and the chance of being a victim of crime is at its lowest level since the British Crime Survey began in 1981.

But there is still more to do. We need to equip the police service to operate in an increasingly complex and demanding environment. The evolution of global threats such as terrorism and organised crime on the one hand, and local challenges such as anti-social behaviour on the other, require a sustained and comprehensive approach to reform.

Our vision is a police service close, responsive and accountable to the communities it serves, supported by larger forces with the specialist expertise to protect the public from wider threats such as organised crime and terrorism.

The key elements of our approach to achieve this are:

- building a more responsive citizen focused police service through the delivery of neighbourhood policing teams to every area in England and Wales by 2008;
- modernising the police workforce, with flexible use of staff and the expansion of Police Community Support Officers to 24,000 by 2008
- reshaping the structure of the police service through force amalgamations and the establishment of national policing agencies to ensure the service has the capability to tackle the challenges presented by 21st century policing.

Our reform plans will protect people better and support the transformation of policing at five levels:

- **At neighbourhood level**, neighbourhood policing teams - by 2008 - police officers, Police Community Support Officers, Special Constables and volunteers will work with local agencies and members of the community, providing a dedicated policing service that is highly responsive to the needs of local people
- **At borough or district level**, Borough Commanders who lead operational commands (Basic Command Units) will have control of police teams and resources in their areas to respond effectively to local priorities with strong links to local government and local democracy. This will help them ensure that policing is driven by the priorities of local people
- **At force level**, larger forces will have the capacity to take on serious crime more effectively and will be big enough to ensure that local neighbourhood policing is protected
- **At national level**, through the establishment of the Serious Organised Crime Agency and the National Policing Improvement Agency, we will strengthen our capacity to confront the most dangerous criminals and to drive forward improvements in policing
- **At international level**, we will work with our international partners to tackle terrorism, serious and organised crime and drug-related crime overseas to ensure a safer UK.

WHAT DOES THIS MEAN AT EACH LEVEL?

AT ALL LEVELS

- Major investment in modern IT systems
- Changes to staffing and HR to provide a modern, flexible workforce
- A police service which is more representative of the communities it serves
- Improved customer service and call handling, including a single three digit number for non-emergency calls
- Justice, Community Safety and Custody Inspectorate to inspect all the criminal justice agencies coherently.



AT NEIGHBOURHOOD LEVEL

What is the challenge?

- To tackle anti-social behaviour and low level crime and reduce the fear of crime.

How will we address it?

- By 2008 every area will benefit from dedicated and responsive neighbourhood policing teams whose names, telephone numbers and email addresses members of the public will have
- Neighbourhood policing teams will focus on those issues that really matter to people at a local level such as street crime and anti-social behaviour
- An increase in the number of Police Community Support Officers to 24,000 will provide visible reassurance and protection for communities
- Local communities will be given a stronger voice through the Community Call for Action.

How would strategic forces support this?

- They would provide the capacity to ensure that neighbourhood teams would not normally be taken away to deal with major incidents
- Better community intelligence at a local level will help tackle crime at all levels.

AT BASIC COMMAND UNIT (DISTRICT/BOROUGH) LEVEL

What is the challenge?

- To provide responsive policing in a local areas and combat local crime such as burglary and car crime.

How will we address it?

- BCU commanders will have the discretion and resources to respond effectively to local priorities and will have strong links to local government, local democracy and other local partners. This will help them ensure that policing is driven by local priorities.
- Improved visibility and effectiveness of Crime and Disorder Reduction Partnerships following a review of the Crime and Disorder Act.
- Strengthened local accountability arrangements, including through local authority scrutiny committees, and public face to face briefing sessions by BCU Commanders.

How would strategic forces support this?

- BCU boundaries to be aligned with local authority boundaries to strengthen partnership working
- The creation of larger strategic forces with the capacity and resilience to handle organised crime and major incidents would mean less need to abstract from district/borough or neighbourhood teams.



AT FORCE LEVEL

What is the challenge?

- Combating more serious and specialist crime such as murder while providing sufficient support to localities to protect neighbourhood policing.

How will we address it?

- Establishing larger forces with greater capacity to investigate serious crime and to protect the public from organised criminal gangs.
- More joined up information sharing.

How would strategic forces support this?

- The creation of larger forces would cut duplication and administration and mean that more resources could be freed up for the creation of specialist frontline policing capacity.



AT NATIONAL LEVEL

What is the challenge?

- To tackle the most serious national crime such as terrorism and provide central support to help forces continue to improve.

How will we address it?

- The Serious Organised Crime Agency (SOCA) will strengthen our capacity to confront the most dangerous criminals such as drug traffickers
- The creation of the National Policing Improvement Agency will help embed a culture of service improvement, drive mission critical policing priorities and ensure national standards where appropriate
- We will work through Parliament to ensure we have the right legislative framework to support policing.

How would strategic forces support this?

- Forces will have improved interaction with SOCA and clarity over responsibilities
- Stronger contribution from forces towards the National Intelligence Requirement.



AT INTERNATIONAL LEVEL

What is the challenge?

- To build our capability to tackle global threats such as drug and people trafficking.

How will we address it?

- We will work with our international partners to tackle global terrorism and serious organised crime including people smuggling, drug trafficking and internet crime.
- International policing initiatives will assist in building safe and secure communities within the UK whilst also complementing British foreign policy.
- We will work with international colleagues in tackling criminality and sustaining good governance. International police assistance takes many forms, including participation in peace support operations sponsored by the EU and UN.

How would strategic forces support this?

- Strategic forces will have the capacity to provide greater contributions to international missions
- Specialism in particular areas of policing will help when selecting UK representation on international operations to ensure the right people are in place to get the job done.



Home Office

Police Reform Unit, The Home Office
 2 Marsham Street London SW1P 3EB
police.structuresteam@homeoffice.gsi.gov.uk