



Police Reform E-Bulletin

26 Nov 2004: No 61

This bulletin is e-mailed every fortnight to those working on the police reform programme by the Home Office - see contact at the end. Special editions may also be issued from time to time to cover important announcements. Please circulate it to others if you think they would find the information useful.

Programme Update

1. National Policing Plan 2005-08

The National Policing Plan 2005-08 was launched by Hazel Blears in her speech to the Association of Police Authorities' annual conference in Brighton on 24 November. The plan sets out the Home Secretary's key priorities for policing in England and Wales for the next three years and so provides the strategic framework within which forces and authorities then produce local policing plans. These local plans should be prepared in consultation with local communities and include priorities identified with local people. This approach is all part of the Government's overall police reform agenda set out in the White paper, *Building Communities, Beating Crime: A better police service for the 21st century*, published on 9 November.

The Home Secretary's key priorities are:

- Reduce overall crime – including violent and drug-related crime – in line with the Government's Public Service Agreements (PSAs)
- Provide a citizen focused police service which responds to the needs of communities and individuals, especially victims and witnesses, and inspires public confidence in the police, particularly among minority ethnic communities.
- Take action with partners to increase sanction detection rates and target prolific and other priority offenders.
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- Reduce people's concerns about crime and anti-social behaviour and disorder.
- Combat serious and organised crime, within and across force boundaries.
- The plan also describes counter-terrorism as an overarching imperative and makes it clear that all forces are expected to contribute to the national endeavour.

For further information, please contact **Claire Willerton** claire.willerton@homeoffice.gsi.gov.uk or **Narinder Tamana** narinder.tamana@homeoffice.gsi.gov.uk

2. Serious Organised Crime And Police Bill – Clamping Down On Organised Crime And Modernising Police Powers

A radical overhaul of the way law enforcement agencies combat organised crime, and modernisation of police powers, was set out this week by the Government as the Home Office published the Serious Organised Crime and Police Bill.

The proposals will see the creation of the Serious Organised Crime Agency (SOCA) and new powers to secure more convictions of crime bosses as well as additional powers for community support officers (CSOs).

Reforms to police powers of arrest and the new measures aim to help crack the scourge of organised criminals, who trade in fear and intimidation, tearing apart communities and affecting the quality of life of every citizen, while strengthening and modernising the police service to ensure stronger, safer communities for all.

The Home Secretary, David Blunkett, said:

“Organised crime affects each and every one of us. It reaches down through every community, destroying lives through drugs, people smuggling and prostitution.

This bill represents the fulfillment of a lot of hard work. The new agency will add value to the work of the existing agencies and link intelligence, investigation and intervention in new ways.”

For the full article, please click on the following link:
http://www.homeoffice.gov.uk/n_story.asp?item_id=1161

3. Communities Boosted By More Than 1,500 Extra Community Support Officers

Police forces across the country received a boost this week following the allocation of nearly 1,600 new community support officers (CSOs) who will work with police to tackle crime and anti-social behaviour in communities.

Neighbourhoods in all 43 force areas will reap the benefits of the extra CSOs, who will be funded by £50 million of additional money announced by the Home Secretary earlier this year.

The Home Office will provide 100 per cent funding for the new CSOs for the first 15 months, followed by funding of at least 75 per cent in 2006/07. These extra CSOs will bring the total number to 5,500, the first stage in an expansion programme that will see 24,000 CSOs on the streets by the end of 2008.

Home Office Minister Hazel Blears said:

“We already have 140,000 police officers – that’s more than ever before. I am committed to maintaining those record police numbers, while putting in place a total of 24,000 community support officers; by the end of 2008.

“Our police reform white paper, published earlier this month, places highly visible, accessible and accountable neighbourhood policing at the very heart of our programme to modernise the police and improve standards of service to the public.”

For the full article, please click on the following link:
http://www.homeoffice.gov.uk/n_story.asp?item_id=1156

4. Police Staff Council

The development of a new pay and conditions agenda for police staff, led by the Police Staff Council (PSC), took a further step this month in its development. The employer side of the PSC is running four regional seminars during November to consult forces and police authorities on how they would like to shape the future police staff pay and conditions agenda. The PSC is the national body that sets voluntary terms and conditions for police staff in 39 forces. The outcomes of these events will be fed back to stakeholders late December/early January, to inform the next phase of negotiation at the PSC. The Home Office moved from observer to full member status at the PSC earlier this year, signalling Minister's intent that the Home Office should take more of a role in developing pay and conditions.

For further information, please contact **Lawrence Springall** on **020 7273 2958** or Lawrence.springall@homeoffice.gsi.gov.uk

5. National Automated Fingerprint Identification System (NAFIS)

At the end of the second quarter of 2004/05, NAFIS was producing more than four thousand identifications a month and there was significant improvement in the use of the facility to search persons arrested against the database. There was still, however, considerable variation in the take up of this facility between forces.

Many fingerprint bureaux were still reluctant to adapt their processes to take advantage of the facilities on NAFIS to make comparisons on the screen, preferring to work off-screen. This manifested itself in two ways. Firstly, some bureaux were verifying identifications found on NAFIS off-screen and deleting the identifications from NAFIS. This artificially deflated the identification figures for the system and for the bureaux concerned. Secondly, many bureaux continued to make comparisons of nominated suspects manually, rather than utilising the capability of NAFIS to call images to the screen. Eighteen bureaux were consistent non-users of this capability. This was so, despite the fact that there was strong evidence that most of this work could be performed on NAFIS efficiently and effectively.

The Police Standards Unit in the Home Office continues to work closely with ACPO and with the fingerprint bureau to improve usage of the technology.

For further information, please contact: Jeffrey Gold on 020 7273 3734 or Jeffrey.gold@homeoffice.gsi.gov.uk

6. Initial Police Learning And Development Programme

The Home Office, ACPO, police authorities and Centrex have agreed a broad strategy for the national implementation of the Initial Police Learning and Development Programme (IPLDP). The strategy has been endorsed by Ministers, and was discussed at the National Training Manager's Conference 2004. A joint letter announcing the strategy was issued to stakeholders on 10 November 2004.

- A new delivery methodology for the current probationer programme has been trialed in five police forces. Pilots of both the new delivery methodology and the new programme itself are now getting underway in five other forces. Three further forces will become 'early adopters' of the new programme in January 2005 and discussions are underway with other forces also interested in becoming 'early adopters'.
- There will be a regional migration to the new programme. The first region to adopt the new programme will be the North East. Implementation in other regions will follow. It is

envisaged that all forces will be in a position to adopt the new programme from April 2006.

- Draft Home Office guidance to forces and authorities on the IPLDP has been issued to stakeholders. It will be revised in the light of the experiences of the pilots and 'early adopters', and a new version will be issued in spring 2005
- A new learning and development programme has been developed, comprising a curriculum, syllabus and learning modules. These have been issued to forces in hard copy and CD-ROMs.
- Members of local communities will be involved in the learning needs analysis, design, delivery and evaluation of local training, which will include extensive community engagement in order to give probationers an enhanced understanding of all the sections of the communities they will be serving.
- The governance of the IPLDP will be the responsibility of the IPLDP Central Authority, on which all the key stakeholders, including the tripartite partners, the Superintendents' Association, the Police Federation and CENTREX, are represented. CENTREX will have an important role carrying out all the executive functions of the Authority. The Authority will be accountable to Ministers through the Police Training and Development Board (PTDB).

For further information, please contact: Gareth Jones on 020 7035 5057 or gareth.jones25@homeoffice.gsi.gov.uk

7. Measuring Citizen Focus

The Policing Performance Assessment Framework (PPAF) adopted new measures of citizen focus in April 2004, covering user satisfaction, public confidence and fairness & equality. These measures will form part of the comparative assessment of force performance from April 2005.

Work to enhance these measures for 2005/6 has resulted in key diagnostic indicators (KDIs) to support the confidence measure, which help to understand the issues which contribute to the public's confidence in the local police; an additional element under fairness and equality which reports the percentage of non-PACE stop/searches which lead to arrest, by ethnicity of the person stopped. The confidence KDIs are based on new British Crime Survey questions which ask:

- To what extent do you agree or disagree that the police in this area...
- ...can be relied on to be there when you need them
- ...would treat you with respect if you had contact with them for any reason
- ...treat everyone fairly regardless of who they are
- ...can be relied on to deal with minor crimes
- ...understand the issues that affect this community
- ...are dealing with the things that matter to people in this community

HMIC has revised the baseline assessment to reflect the PPAF domains structure and included new frameworks of questions under the citizen focus domain which assess neighbourhood policing & community engagement and customer service & accessibility. There are also new questions under the fairness & equality framework. Details of the new HMIC frameworks will be published by 10th December.

Any questions about citizen focus measures to **Cath Kitching** on 020 7273 2878 or email cath.kitching@homeoffice.gsi.gov.uk Questions regarding baseline assessment to **Peter Finnimore** on 01483 215340 or email peter.finnimore@homeoffice.gsi.gov.uk

8. Police Briefing

November's Police Briefing is out at the end of this month and highlights the launch of both the policy paper 'Building Communities, Beating Crime: A better Police Service for the 21st Century' and the National Policing Plan 2005-08. You can also read about new proposed powers helping police to act more effectively and the minimum standards of service that the public should expect to see from their force, plus much more.

Next month you can also expect to receive the reducing bureaucracy special to find out about the Government's extensive range of measures designed to cut out unnecessary paperwork and streamline procedures.

For more information on Police Briefing please contact Robert.turner2@homeoffice.gsi.gov.uk

Key Events

- 30 November – Crime and Campaigning Seminar – London
- 2 December – Tackling Gun Crime Conference - London

Distribution

This bulletin is sent to:

- ◆ Police Reform lead officers in forces
- ◆ Police Communications staff in forces
- ◆ Police Reform project leads
- ◆ ACPO policy leads working in police reform programme
- ◆ HMIC leads working in police reform programme
- ◆ Police Federation / Superintendents Association
- ◆ UNISON
- ◆ PMCG (The Police Modernisation Coordination Group) with representatives from the Home Office, HMIC, APA, ACPO and Met.) which is responsible for overseeing the implementation of the programme.
- ◆ PMG (The Police Modernisation Group with representation at Ministerial level from the Home Office and at a higher level from a broader range of stakeholders including the Police Federation and Superintendents' Association of England & Wales. It sets the strategic direction for the programme).
- ◆ Crime Reduction Directors

Contact

If you have any comments on this bulletin, or you are no longer the contact for your force or area of the programme, please get in touch with **Natalie Richards** on **020 7273 4380** or Natalie.richards@homeoffice.gsi.gov.uk