

Report of Director of Environment and Housing

Report to Environment & Housing Scrutiny Board

Date: 22nd March 2016

Subject: Neighbourhood Policing in Leeds ~ New Operating Model

| | | |
|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
| Are specific electoral Wards affected? If relevant, name(s) of Ward(s): | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Are there implications for equality and diversity and cohesion and integration? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Is the decision eligible for Call-In? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number: | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Summary of main issues

This report provides Scrutiny Board Members with an overview of Police staffing and rotas at a partnership working area level following the introduction of a new operating model.

Recommendations

Scrutiny Board are asked to note the content of this report and following discussions identify any specific areas for further information and/ or investigation.

1. Purpose of this report

This report provides with an overview of Police staffing and rotas at a partnership working area level following the introduction of a new operating model.

2. Main Issues

Summaries are outlined in the report.

3. Corporate Considerations

Consultation and Engagement

Consultation and engagement is embedded within the individual policy/ areas of activity.

Equality and Diversity / Cohesion and Integration

An equality impact assessment is not required as this report is primarily an information report.

Council policies and City Priorities

Community safety policy and activities contribute to the overarching outcome that Safer Leeds Partnership seeks to achieve: *People in Leeds are safe and feel safe, in their homes, in the streets and the places they go.*

Resources and value for money

Individual evaluations are undertaken in line with Policing policy and practice.

Legal Implications, Access to Information and Call

This report does not contain any exempt or confidential information

Risk Management

Risk management is embedded within the individual policy/ areas of activity within West Yorkshire Police.

4. Conclusions

The report covers the Police staffing allocation for partnership working areas and reaffirms the forces continued committed to neighbourhood policing in Leeds

5. Recommendations

Scrutiny Board is requested to note the contents of this report, and highlight any areas for further investigation.

6. Background documents¹

Members are asked to refer to the PCSO report to the Executive Board on the 8th March 2016.

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

1.0 Context

- 1.1 On the 15th February 2016, Leeds Policing moved to a new operating model timed to coincide with a modification of shift pattern across the force. The model has been introduced to enable the force effectively manage within the resources available and where possible protect front line Police.
- 1.2 The number of officers working on the 24/7 call handling/patrol function were uplifted. This left a smaller neighbourhood footprint but to make sure this could still perform and concentrate on the core functions of neighbourhood based partnership problem solving, these officers were removed from all call handling duties and other abstractions.
- 1.3 The Ward officers (PCs) are supervised by a number of Partnership Working Areas (PWAs) Sergeants, who again have been protected from front line operational duties to concentrate on the management of these Officers and to maintain the link with the Council's Community Committees. The Inspectors who have historically completed this role have been moved back onto the 24/7 patrol teams to drive performance, but have retained a thematic responsibility for their neighbourhood areas and continue to link in with the Sergeants within the respective PWAs.
- 1.4 The new operating model gives Leeds District the opportunity to work more closely with partners through the dedicated Sergeants, Ward Officers (PCs) and PCSOs. They are to be given the time to be able to build on the existing ongoing problem solving plans and with the assistance of the Inspector driven teams there are more assigned officers to implement the plans than previously. With the closer working links that are being formed with the 24/7 policing teams this has far more opportunities to take forward Neighbourhood Policing.

2.0 Partnership Working Area Staffing

- 2.1 In the new operating model for Leeds, the Police have identified staff at a Sergeant and PC level and allocated staff to PWAs for problem solving activity. These Officers will be further assisted at a PWA and ward Level by the PCSOs. The table below shows the numbers of these officers for each PWA area.

| PWA | No. of Sgts | No. of PCs | No. of PCSOs |
|------------------|-------------|------------|--------------|
| Inner East | 2 | 15 | 29 |
| Inner North East | 2 | 9 | 20 |
| Outer East | 1 | 7 | 20 |
| Outer North East | 1 | 4 | 13 |
| Inner West | 2.5 | 11 | 22 |
| Inner North West | 2 | 10 | 22 |
| Outer West | 1 | 6 | 18 |
| Outer North West | 1 | 4 | 16 |
| City | 2 | 10 | 22 |
| Inner South | 2 | 11 | 25 |
| Outer South | 1 | 8 | 20 |

- 2.2 All these staff work on the new West Yorkshire Police Force Standard Duty Rota. Where there are 2 Sgts they have been placed on the rota so that there is coverage

on each of the days and the PCs have been spaced across the rota to make sure that there is coverage in each area on each day.

2.3 The two rotas below show the overall shift patterns worked by all the PWA staff. Due to different issues around the day and night time economy in the City, Officers here work a slightly different pattern.

2.3.1 FSDR PWA Sgts, Ward Officers and PCSOs

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Day 1 | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 | 1400-0000 | 1400-0000 | Rest Day |
| Week 1 | 10 | 10 | 10 | 10 | 10 | 10 | |
| Day 8 | Rest Day | Rest Day | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 |
| Week 2 | | | | 10 | 10 | 10 | 10 |
| Day 15 | 1600-0000 | 1600-0000 | Rest Day | Rest Day | Rest Day | Rest Day | 0700-1700 |
| Week 3 | 8 | 8 | | | | | 10 |
| Day 22 | 0700-1700 | 1100-2100 | 1100-2100 | 1600-0000 | 1400-0000 | Rest Day | Rest Day |
| Week 4 | 10 | 10 | 10 | 8 | 10 | | |
| Day 29 | Rest Day | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 | 1600-0000 |
| Week 5 | | | 10 | 10 | 10 | 10 | 8 |
| Day 36 | 1600-0000 | Rest Day | Rest Day | Rest Day | Rest Day | 0700-1700 | 0700-1700 |
| Week 6 | 8 | | | | | 10 | 10 |
| Day 43 | 1100-2100 | 1100-2100 | 1600-0000 | 1600-0000 | Rest Day | Rest Day | Rest Day |
| Week 7 | 10 | 10 | 8 | 8 | | | |
| Day 50 | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 | 1400-0000 | 1600-0000 |
| Week 8 | | 10 | 10 | 10 | 10 | 10 | 8 |
| Day 57 | Rest Day | Rest Day | Rest Day | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 |
| Week 9 | | | | | 10 | 10 | 10 |
| Day 64 | 1100-2100 | 1600-0000 | 1600-0000 | Rest Day | Rest Day | Rest Day | Rest Day |
| Week 10 | 10 | 8 | 8 | | | | |

2.3.2 City PWA Sgts, Ward Officer and PCSOs

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Day 1 | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 | 1600-0200 | 1600-0200 | Rest Day |
| Week 1 | 10 | 10 | 10 | 10 | 10 | 10 | |
| Day 8 | Rest Day | Rest Day | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 |
| Week 2 | | | | 10 | 10 | 10 | 10 |
| Day 15 | 1600-0000 | 1600-0000 | Rest Day | Rest Day | Rest Day | Rest Day | 0700-1700 |
| Week 3 | 8 | 8 | | | | | 10 |
| Day 22 | 0700-1700 | 1100-2100 | 1100-2100 | 1600-0000 | 1600-0200 | Rest Day | Rest Day |
| Week 4 | 10 | 10 | 10 | 8 | 10 | | |
| Day 29 | Rest Day | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 | 1600-0000 |
| Week 5 | | | 10 | 10 | 10 | 10 | 8 |
| Day 36 | 1600-0000 | Rest Day | Rest Day | Rest Day | Rest Day | 0700-1700 | 0700-1700 |
| Week 6 | 8 | | | | | 10 | 10 |
| Day 43 | 1100-2100 | 1100-2100 | 1600-0000 | 1600-0000 | Rest Day | Rest Day | Rest Day |
| Week 7 | 10 | 10 | 8 | 8 | | | |
| Day 50 | Rest Day | 0700-1700 | 0700-1700 | 1100-2100 | 1100-2100 | 1600-0200 | 1600-0000 |

| | | | | | | | |
|---------|-----------|-----------|-----------|----------|-----------|-----------|-----------|
| Week 8 | | 10 | 10 | 10 | 10 | 10 | 8 |
| Day 57 | | | | | 0700-1700 | 0700-1700 | 1100-2100 |
| Week 9 | Rest Day | Rest Day | Rest Day | Rest Day | | | |
| Day 64 | 1100-2100 | 1600-0000 | 1600-0000 | | | | |
| Week 10 | 10 | 8 | 8 | Rest Day | Rest Day | Rest Day | Rest Day |

3.0 PCSOs ~ staffing at a PWA level

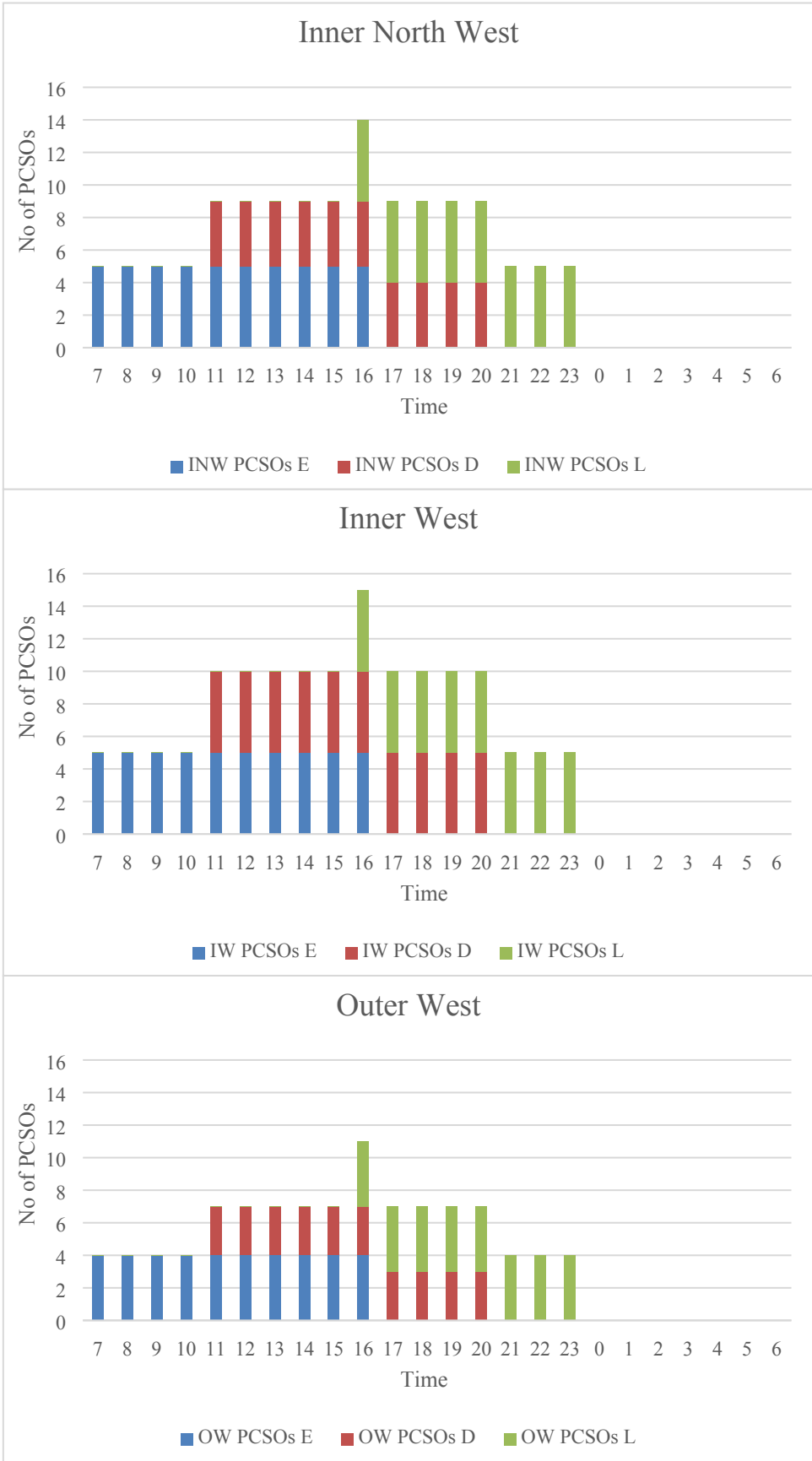
3.1 There will be 227 PCSOs funded by the Police and Council which breaks down as 160 Police Funded, 67 Council funded. The below table shows the proposal of how these PCSOs will be split across the District.

| PWA Area | Police Funded PCSO Numbers | Council Funded 2 per ward | Total |
|------------------|----------------------------|---------------------------|-------|
| Inner East | 23 | 6 | 29 |
| Inner North East | 14 | 6 | 20 |
| Outer East | 12 | 8 | 20 |
| Outer North East | 7 | 6 | 13 |
| Inner West | 17 | 6 | 23 |
| Inner North West | 16 | 6 | 22 |
| Outer West | 12 | 6 | 18 |
| Outer North West | 7 | 8 | 15 |
| City | 22 | 0 | 22 |
| Inner South | 18 | 7 | 25 |
| Outer South | 12 | 8 | 20 |

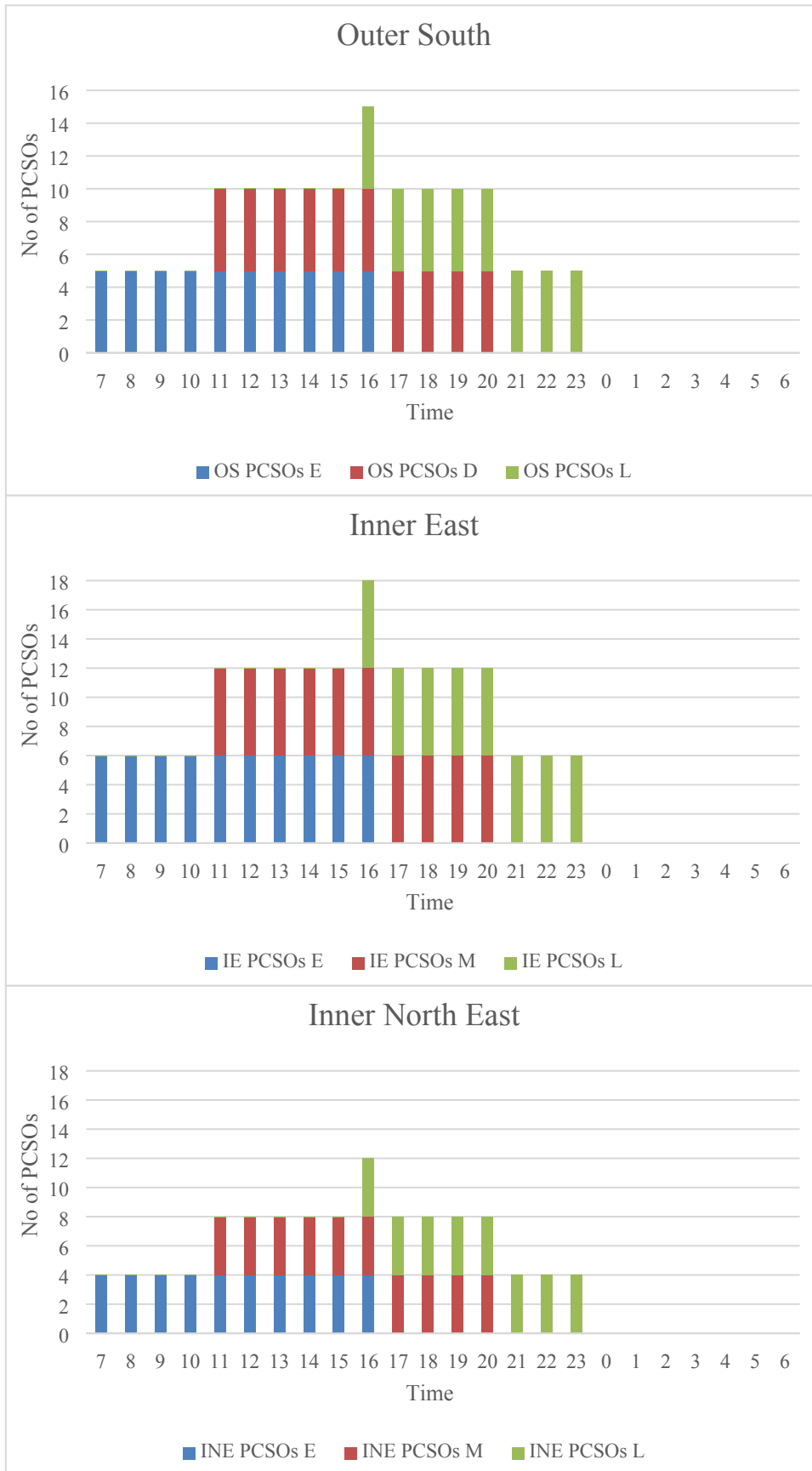
3.2 At this time the externally funded PCSOs are not included on the chart as West Yorkshire Police are still finalising contract discussions for the next financial year so a complete picture is not yet known.

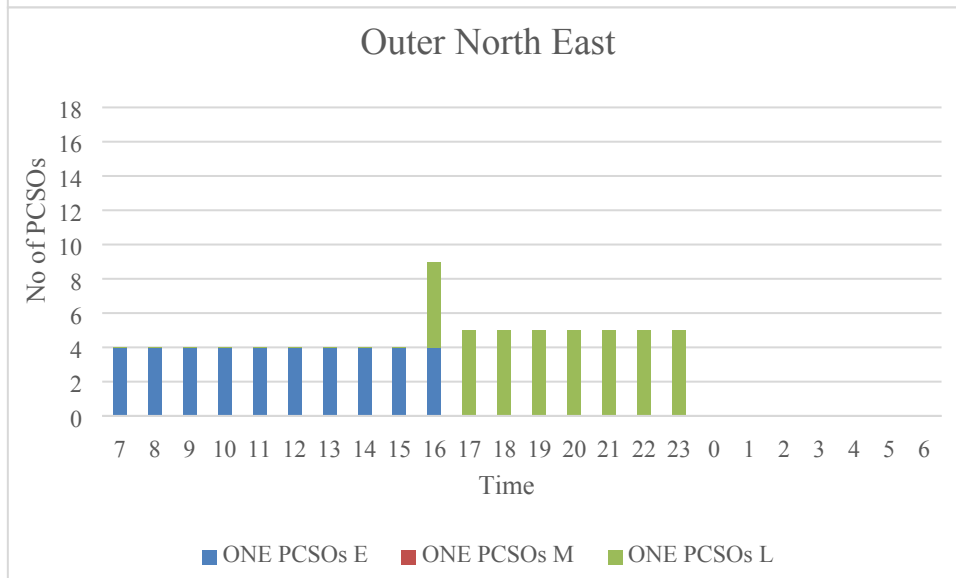
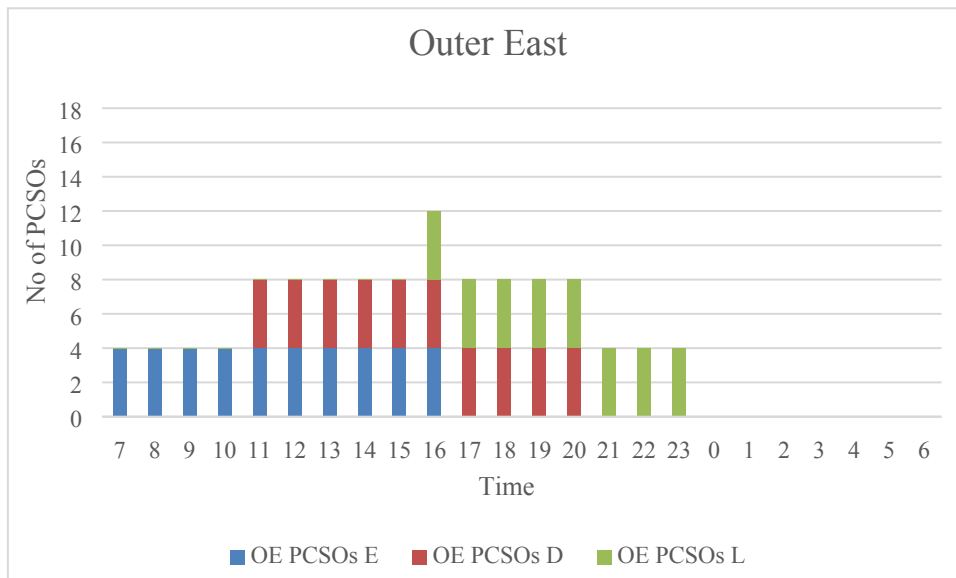
3.3 The PCSOs across Leeds are now also working the new Rota (as outlined above) and in line with variation as described for the city centre. The graphs in Appendix 1 show the coverage of PCSOs across each PWA area on any given day.

Daily Coverage of PCSOs by Partnership Working Area

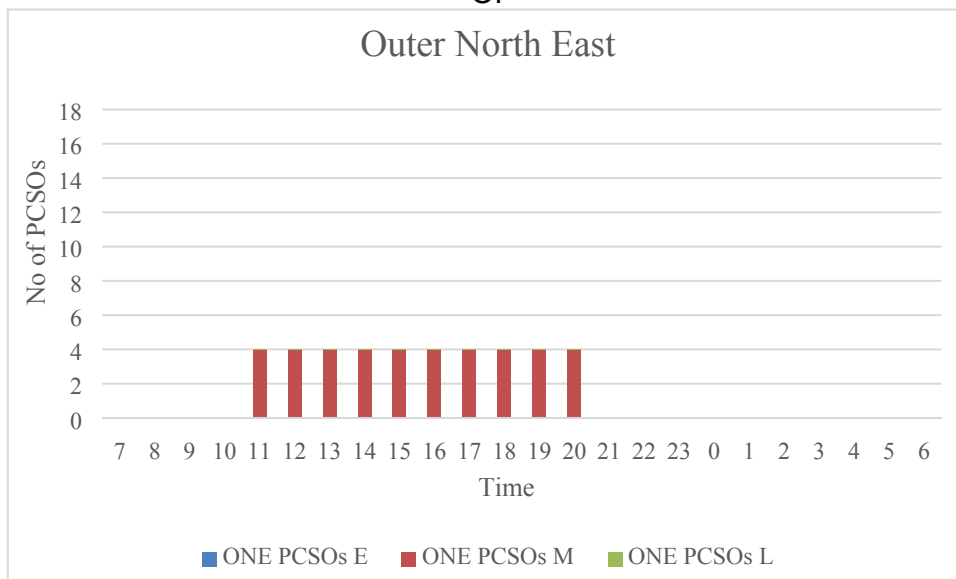








Or



The Wetherby PCSOs have not been placed onto all 5 teams on the FSDR rota; they only currently occupy 3 of the 5. The main reason for this is to make sure that even with leave there is still a multiple of staff to cover the areas from a visibility and safety aspect. As a result, the 2 graphs show the cover in Wetherby; these will alternate between the 2, so that for 2 days coverage will be as per graph 1 and then the next 2 days per graph 2. The 2 days after that you get the coverage on graph 1 and so on alternating between the 2.