

# Community Safety Overview and Scrutiny Committee

## Restructure of North Yorkshire Police

### **1. Background**

- 1.1 On Monday (13 December 2010) the Home Office announced grant funding settlements for police forces in England and Wales incorporating a 5.1% reduction. For North Yorkshire Police, this equates to a reduction of approximately £24m by 2014/15. This settlement ensures comprehensive plans to balance the budget will have to be put into action. North Yorkshire Police force will undergo a significant restructure to maximise efficiency whilst protecting front-line service delivery.

### **2. Introduction**

- 2.1 It is recognised that public sector spending cuts will have significant implications for the police service. As a service, policing has had a “can do” ethos and will rise to the challenge, but it is recognised this will not be easy. Nationally it is understood that there are difficult choices ahead for police leaders at all levels of the service; for police partners; and for government.
- 2.2 The scale of cuts that are before North Yorkshire Police force are, however, so significant that “protecting the frontline” cannot mean maintaining the front line at current levels”. In this context protection is more about mitigating the impacts and ensuring all other avenues for efficiencies are exploited, before reaching the point where frontline resources are reduced. This includes changing the way we use and deploy officers to maximise their impact in the community.
- 2.3 The reviews that have been undertaken in North Yorkshire Police have helped the organisation further understand the demands it faces on a day to day basis across the force wide area (North Yorkshire & City of York). The information collated via these reviews has led the organisation to:
- Restructure NYP Inspector led Safer Neighbourhood Areas (SNA's), this ensures that relevant resources are available where they are needed, increasing from 18 to areas 20 across the force. The particular nature of rural areas has been acknowledged in demand profiling, with at least one constable working in an area.
  - Introducing a revised shift pattern that ensures resources are available when they are needed whilst maximising police visibility across North Yorkshire and York's communities, enabling officers to tackle issues when they occur.

### **3 City of York**

- 3.1 The City of York command area will be led by Superintendent Lisa Winward and will consist of four Safer Neighbourhood areas (SNAs) which in turn will be

managed by a dedicated Inspector. As part of the review process the command area has been reconfigured to incorporate further the differing needs and priorities of the City of York's communities. The areas and their Inspectors are :

York City	Inspector Mark Henderson
York East	Inspector Alisdair Dey
York West	Inspector Phil Cain
York Rural	Inspector Jo Brooksbank

3.2 The ethos behind the restructure is to retain local and flexible policing made possible by new ways of working. Officers will be dedicated to what is happening in their area, but if required by the Force control room; they will assist with certain incidents in adjacent SNAs. During 2010/11 the organisation has operated as one Basic Command Unit and the restructure emphasises that model from the 21<sup>st</sup> March:

- There will no longer be a distinction between Safer Neighbourhood Teams and Response Teams, and Inspectors will be responsible for all of the officers and staff in their Safer Neighbourhood Area.
- In response to incidents the most appropriate officers will attend regardless of any geographical boundaries.

3.3 As part of the review NYP are introducing Beat Managers within each of the areas. Each Beat Manager will be assisted by geographic patrol officers and PCSOs, and will be responsible for delivering a responsive and problem solving service for the Safer Neighbourhood Area as the public face of the local policing team. The Beat Managers will be responsible for liaising with partners and supporting the Safer Neighbourhood Area Inspector with partnership and public meetings.

3.4 Each Safer Neighbourhood Inspector works in unison with a NYPA link member. The role of the link member is to work closely with the local inspector ensuring a timely and relevant locality link feeds into overall strategy. Part of the role is to monitor local performance especially against service standard expectations linking the locality into the strategic and adhering to the statutory responsibility of NYPA which is to ensure an efficient and effective police service is in place.

3.5 The following is a list of the Beat Managers within the City of York area and I would encourage members to make contact with them from 21 March 2011 as the link into local policing. The Local Beat Managers and respective NYPA link members for the City of York are:

Safer Neighbourhood Area	Inspector	Beat Team Area	Ward Area	Beat Managers
York City	Inspector Mark Henderson NYPA Link Member – Ruth Potter	York City	Guildhall (inner)	PC Richard Gatecliffe
			Micklegate (inner)	PC Kelly McTighe

Safer Neighbourhood Area	Inspector	Beat Team Area	Ward Area	Beat Managers
York East	Inspector Alisdair Dey NYPA Link Member - Keith Orrell	York East	Clifton	PC Ian Richardson
			Heslington & University	PC Andrew Thompson
			Fishergate	
			The Groves (Guildhall outer)	PC Ray Milligan
			Heworth	PC Michael Brocken
			Hull Road	PC Paul Fenwick

Safer Neighbourhood Area	Inspector	Beat Team Area	Ward Area	Beat Managers
York West	Inspector Phil Cain NYPA Link Member – Craig Shaw	York West	Acomb	PC Sarah Lacy
			Dringhouses & Woodthorpe	PC Colin Park / PC Mark Antonelli
			Holgate	PC Jon Bostwick
			Micklegate (outer)	PC Jackie Allen
			Westfield	PC Colin Park / PC Mark Antonelli

Safer Neighbourhood Area	Inspector	Beat Team Area	Ward Area	Beat Managers
York Rural	Inspector Jo Brooksbank NYPA Link Member – Craig Shaw	York Rural	Bishopthorpe & Fulford	PC Stuart Hodge
			Derwent, Heworth Without, & Osbaldwick	PC Alex Dobson
			Haxby & Wigginton	PC Sarah-Jayne Elliott
			Heslington South & Wheldrake	PC Jo Brooke
			Huntington & New Earswick	PC Ian Wilkinson / PC Helen Pointon
			Rural West York	PC Anna Daniels
			Skelton, Rawcliffe & Clifton Without	PC Mike Pickersgill
			Strensall	PC Ruth Atkins

## **4 Communications**

- 4.1 Despite this being an operational matter as an organisation NYP are committed to reorganising in an open and transparent manner, and it is worth noting the changes will be implemented on the 21<sup>st</sup> March 2011.
- 4.2 NYP have committed to providing committee reports to all nine councils in addition NYP are producing briefing sheets for Area Commanders and Inspectors to use in discussions with local partners. The Force will publicly release the changes from the 7<sup>th</sup> March, the Forces website will be updated and newsletters will be available for the public from the 21<sup>st</sup> March.
- 4.3 Crime has continued to fall in North Yorkshire and the City of York and North Yorkshire Police Force continue to be absolutely focused on maintaining one of the lowest levels of crime and anti-social behaviour in the country. The Force will continue to deliver the best possible policing service with targeted reductions in crime and ASB.

## **5 Recommendations**

- 5.1 Members are invited to comment and note the report.

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### **Background Papers**

- Policing Plan 11/12
- CSR press release
- CEO - Communications