

TOWARDS 2012 NORTH YORKSHIRE POLICE RESTRUCTURE
POINTS FOR CONSIDERATION FOR YORK

Possible Advantages

- Policing district becomes York only. This means complete co-terminosity with the Local Authority.
- As the focus is on individual districts, data is more likely to be readily available for York only, removing the complication of some information that is reported as Central Area York and Selby
- From the JSIA (Joint Strategic Intelligence) perspective, the document will relate to York therefore again removing the complication of discussions cross border with Selby
- The Police Authority has moved to formula funding for their grant. If NYP follow suit this can only advantage York as we have the force priority neighbourhoods and proportionately more crime than anywhere else in force
- The NYP representative on the LSP is likely to be the Chief Constable or Deputy

Areas of possible concern

1. The changes are aimed at making efficiencies. Part of that process is the reduction of senior police posts based in York. Each District is allocated a rank of supervision deemed appropriate to its size/crime volume etc. York is therefore deemed to be Superintendent led. This is a reduction from Chief Superintendent therefore reducing the level of seniority in command of policing the city.
2. The current Senior Management team in York is 1x Chief Supt, 1x Superintendent (Operations), 1x Detective Chief Insp, 1x Chief Insp (Response), 1x Chief Insp (SNT). Under the new structure this reduces to 1x 'Commander' at Superintendent level, 1x DCI, 1x Chief Insp. This represents a perceived loss of 1x Chief Superintendent and potentially 1x Chief Insp SNT. The police senior management in York is significantly affected when a major incident occurs e.g. Claudia Lawrence; that abstracts resource. The impact on the Neighbourhood Support Team and DCI's abstraction to current major ops affects deployment of specialist equipment etc and/or dialogue with the Safer York Partnership task groups. Reducing staffing further may result in less collaboration.
3. The District Commander will be a Superintendent. Currently the role of Superintendent (Ops) carries a large workload. It has responsibility for day-to-day policing plus any serious/major incidents. This officer will also be expected to pick up the liaison with partners, for example the CDRP/DAAT, and it is currently proposed that this officer be elected Chair of the CDRP/DAAT. (This will be in lieu of the Chief Superintendent who is relinquishing the chair as a result of moving back to HQ). However the Superintendent currently chairs the York DAAT JCG, but has now indicated an intention to stand down. Taking into consideration annual leave entitlement, abstraction for major incidents, Superintendent night cover 1 in 5 weeks plus the need to attend meetings at HQ, the capacity for the force to maintain the current level of close partnership working is of concern.
4. The Director of the SYP (Jane Mowat) also currently meets monthly with the Chief Superintendent. She also meets the Chief Insp. SNT & three SNT Inspectors. Under

current resource arrangements the Chief Insp SNT is often unavailable. This has proved problematic in relation to lack of leadership for SNTs e.g. The Chief Inspector making a decision that all SNTs will/will not take a particular stance/perform a particular role. This has led to ad-hoc arrangements across all 3 SNTs and often impacts on SYP in terms of the team trying to keep a track of issues. Again, the impact of the changes may mean that this situation may be more acute. It is also not clear what future role the Chief Inspector (SNT), who covers York & Selby, will perform

Safer York Partnership Team

York currently has the following NYP staff seconded to SYP

*1 x Sgt on 6 month secondment
2 x PCs P/T Youth Action Officers
1 x ASB Co-ordinator (Civilian)
1 x ALO (Civilian)
1 x Operational Support Officer (Admin)*

plus a Domestic Violence Co-ordinator who works from the SYP office but is line managed by the PVP (Protection of Vulnerable Persons) Unit.

The Sgt is a key role in the team providing operational input & link between SYP, the SNTs and Response teams and also providing police input to partners

The Youth Action Officers will have a crucial role to play in the implementation of Restorative Justice as the link point between SNT/Response and the means of undertaking a restorative approach to dealing with a crime as opposed to enforcement. There is no capacity to do this without these roles and it would result in chaos if SNT/Response were to try and do this themselves.

The ASB Co-ordinator plays a crucial role in quality controlling file submissions for Orders and driving the local policy around tackling ASB.

The ALO role in York is crucial to liaising with planner/developers on new build but also providing target hardening advice and guidance to SYP task groups.

The Operational Support Officer. In the last four years there has been a reduction from 3 x admin staff supporting SYP and the co-located policing staff (around 40 individuals) to one. The SYP cannot afford to lose this post.

- The impact of the policing changes within the SYP, either directly in terms of any reduction in seconded staff, or indirectly through increased responsibilities cascading down as a result of reduced capacity, is not clear.