

<b>Policing &amp; Community Safety Staffing structure</b>	<b>14th June 2016</b>
<b>To: Leisure and Development Committee For Decision</b>	

<b>Linkage to Council Strategy (2015-19)</b>	
<b>Strategic Theme</b>	Resilient, Healthy & Engaged Communities
<b>Outcome</b>	Council will work to develop and promote stable and cohesive communities across the Borough
<b>Lead Officer</b>	Julie Welsh - Head of Community & Culture Bridget McCaughan – PCSP Manager
<b>Cost: (if applicable)</b>	

**The purpose of this report is to facilitate the review of the Policing & Community Safety staff support structure after one year, as per Council’s decision at the meeting of the Shadow Council in February 2015.**

## **Background**

### Staffing levels/resources

The existing PCSP staffing structure and resource levels reflect both the statutory responsibilities and the prioritised local issues that the Partnership have been tasked to address, as laid out within the PCSP strategy and action plan.

Due to the nature of these responsibilities and the geographical scale of the area, staffing levels were established in 2015 to include one manager, three officers and part time administrative support. The key functions of the PCSP, as laid out below, are aligned to the strategic priorities and include:

- Governance (PCSP Board and Policing Committee), financial and performance management and policy compliance, for example Equality Scheme.
- Partnership Support – administrative and member support, consultation & engagement with key stakeholders.
- Projects management/delivery/monitoring/evaluation – including self-delivery and management of third party contracts/services.

### Functions

Policing and Community Safety Partnerships are statutory bodies established under the Justice Act (NI) 2011. There are 11 throughout Northern Ireland, one in each council area. There are also 4 DPCSP’s in Belfast.

The role of the Partnership is to help make communities safer and to ensure that the voices of local people are heard on policing and community safety issues. The Policing Committee has a specific statutory duty of oversight of local policing and delivers particular police monitoring and engagement functions, with the wider PCSP taking forward community safety related functions.

To do this, the PCSP will:

- *Consult and Engage* with the local community on issues of concern in relation to Community Safety & Policing. The Policing committee has a distinct responsibility to provide views to the relevant Area Commander & the Northern Ireland Policing Board on any matters concerning the policing of the district.
- *Identify & Prioritise* the issues and prepare plans of how these can be tackled.
- *Monitor* through a Policing Committee comprising of Elected and Independent members who monitor the performance of the police, and work to gain the co-operation of the public with the police when preventing crime.
- *Deliver* a reduction in crime and enhance community safety in our council area, directly through our own interventions, through work of our partners or through support for the work of others.

### Local Delivery - PCSP Priority Themes

The PCSP works in partnership with Criminal Justice Agencies and local communities to achieve a reduction in crime, the fear of crime and anti-social behaviour and increase community confidence in policing. Strategic priority themes for 2015/2016 were:

- Fear of Crime
- Anti-Social Behaviour
- Drug & Alcohol
- Societal Abuse
- Early Intervention

### Key Achievements/Deliverables

All of the initiatives highlighted below have been delivered across the council area. Further detail is provided in the PCSP Annual Report, which details the full programme of work undertaken in 15/16. Members are reminded that, due to the challenging funding position experienced by PCSPs across Northern Ireland in 15/16, this Annual Report reflects a reduced period of service delivery. In 2015, 70% of PCSP projects were delivered directly by staff.

- RADAR (Risk Avoidance Danger Awareness Resource) – **1,700 primary school** and **1,500 post-primary school pupils** participated in this initiative.
- Last Orders – **1,384** participant post-primary school pupils.
- Neighbourhood Watch – **54 accredited schemes**, quarterly local area co-ordinator meetings, and quarterly information booklets to **6,000** homes.
- Safe Home/Alive and Well – **670 older people** attended, across **5 events**.
- Road Safety – High-vis packs to every primary school pupil as a harm reduction measure. **597 young people** experienced crash simulator.
- ONUS – Safe Place – **64 organisations** signed up. Safe Employer – **50 organisations** signed up and **85 council staff** trained.
- Youth Diversionary Scheme – **520** participants.
- Cyber Safe – **12,000 advice booklets** to parents of teenagers.
- Helping our Communities Stay Safe booklet -**10,000** distributed.
- Safe Home Scheme –security equipment including call blocking devices and key safes fitted. **204 bespoke home visits** to elderly and vulnerable residents.

- Confidence in Policing – delivery of an on-going consultation and engagement programme across the geography along with a series of public and private meetings.
- Governance - **17 meetings** of the PCSP were facilitated by staff. These include board meetings, Policing Committee meetings and sub group/working group meetings.

The outputs/deliverables as described above are delivered directly and where appropriate by working in partnership. Current levels of staffing ensure delivery in a cost effective and sustainable manner, through in house delivery as and where appropriate, and by working in partnership with PCSP designated partners.

### **Recommendation**

To maintain the staffing structure of 1 Manager and 3 Officers, to enable the continuation of the current level of service delivery, which sees a composite of third party and self-delivery. A reduction in the current staff team would require outsourcing elements of the 2016/2017 Action Plan.