

PROPOSED CHANGES TO THE POLICING MODEL ACROSS FORTH VALLEY

INTRODUCTION

Policing in the Forth Valley area has for many years been focused on a community centred approach with strong local engagement and service delivery. Following detailed analysis of demand on policing and existing deployment arrangements it is clear that we need to adjust our Policing model.

The purpose of the proposed changes is to continue to deliver a high-quality, effective and responsive community based policing model to meet the needs and expectations of the community and to keep people safe. The proposals recognise the new structures under Police Scotland and the influence which they have on the shape of the local model of service delivery.

DEMAND

Local policing priorities are identified by communities and key stakeholders, whilst analysis of call demand, information and intelligence identifies additional divisional and national policing priorities.

These combined priorities require mixed responses of engagement and visibility; intervention and prevention; disruption and deterrence; investigation and enforcement. The levels and type of staffing in a policing model are set to match the requirements of each approach within existing resources and to provide support and resilience across the functions.

The aim is to have the right people in the right place at the right time doing the right things.

SERVICE DELIVERY

There has been feedback from operational officers across all local policing functions that the current model is not adequately matching demand. This imbalance can impact both on the desire to maintain service delivery and performance and also on the need to have regard to the welfare of staff.

The proposed model will see staff in Community Policing and Response Policing working closely together with a focus on call demand and service delivery. In addition there will be an enhancement to the roles and capabilities of specialist units in operations and in crime investigation. One of the results of this enhancement will be to allow some of the units to have greater focus on investigation of crimes which in turn will reduce that demand on frontline officers.

Allocation of resource to attend different categories of call will be clearly defined for response and community officers. More urgent incidents (grade 1 and 2) will go to response officers; deferred or scheduled police attendance to community officers; and standard incidents (grade 3) will be allocated to the type of resource most appropriate to the circumstances of the incident and the level of call demand in other categories. In periods of exceptionally high call demand the flexibility of allocating categories of officers to calls will, understandably, have to increase.

Response officers will work from 4 base stations at Falkirk, Stirling, Alloa and Grangemouth. Although they will work from these stations and have primary responsibility for calls in these areas, they are a divisional resource which can be directed to any area experiencing the greatest demand at any given time.

Community officers will work from their existing stations and be allocated a ward area. They will be expected to enhance community engagement and the resolution of local issues, but with an increased emphasis on attending calls in response to local service demand and delivery.

A specific model will be implemented for the rural area of the Division i.e. Callander and Balfour. All officers in this area will be Community Officers. They will be allocated a ward area to tackle local issues and will also respond to calls from the public. They will work the same 24/7 shift system as response officers and deal with all grades of calls. As with other areas of the division, response officers from the four base stations will be available to assist in periods of very high demand.

The four remote rural officers stationed at Killin, Lochearnhead and Crianlarich will be retained in their current roles.

RESOURCING

The final elements of detailed work about the allocation of resources in the new model are still ongoing, and information in that respect will be supplied once that work is completed.

The proportion of officers in Community Policing roles will increase from 27% to 46% of the total number of response and community officers.

The current management structure of 10 Response and 8 Community Inspectors will be retained. It will be more integrated, allowing all Inspectors and Sergeants to work together to direct all of the resources available to them in the most effective manner.

A different shift pattern is proposed for community officers that will align more closely with that of their response colleagues. This will be flexible enough to recognise specific community demands and responsibilities placed on community officers, whilst also enhancing the resources available to address calls for service from the public at peak times of demand. This will result in more officers working together towards meeting the needs and expectations of local communities.

The new model will mean movement of staff between policing functions. There will be a fair selection process for the transfer of staff that will ensure we have a share of experience, service and gender across both Response and Community Policing.

PERFORMANCE

Scrutiny arrangements in the local authorities are now well established, and will offer the opportunity to discuss these proposals and to monitor the progress of performance under any model.

TIMESCALES

We are developing these proposals quickly with a view to implementing them as close to 1 April 2014 as is possible. Discussion will continue towards a decision being made to allow implementation within these timescales.

CONCLUSION

Community based policing remains at the core of our approach in Forth Valley Division. A key aim of the proposals is to maintain the current high levels of performance and service delivery. The proposed policing model seeks to do so by establishing a structure that makes best use of local resources, growing the number of officers dedicated to community policing and

supplements them with use of regional and national assets under the new Police Scotland structure.

I will keep you informed as matters progress.

Davie Flynn
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Local Police Commander
Forth Valley Division
7 February 2014