

Appendix 1 – Police email to Members

Communications to all Members in Barnet

Dear Members,

From the 1st August I will be reorganising Neighbourhood policing on Barnet and there will also be a subsequent alteration to the role of response officers in the investigation of crime. Whilst I know you are extremely busy at this time and I am aware there is no expectation for you to be generally briefed on all operation policing decisions, I also know that the public are very concerned about the local policing they receive and the provision of local officers. This results in misinformation spreading and subsequently increased complaints to yourselves and enquiries to the MPS.

As a result I thought it may be useful to you if you have had sight of the below explanation of the changes, which I have sent out to my community safety partners, ward panels and the SNB.

Following a challenging period under the Local Policing Model I believe the changes represent an improvement for local ward level cover and in the slightly longer term will result in an improved service to victims of crime with improved initial investigation and managing of expectations.

The way that the Dedicated Ward officers work on your wards and the existence of those officers has not been altered but in places has been enhanced. Other changes are designed to improve the support they receive and this all commences on 1st August.

You are already well aware of the Winsor report inspired organisational intent to move towards a 1-10 supervision ratio as a general position. What this means to Barnet is that Safer Neighbourhoods will no longer support a four sector management set up and we will instead have three (3) neighbourhood Inspectors under the Chief Inspector. There will be two (2) Safer Neighbourhood sectors (North and South) responsible for ward level policing & including your DWOs; the third inspector will run a set of tasking teams, providing support to the wards where required.

The improvement for Safer neighbourhoods comes about because I have negotiated with my Leadership colleagues that the changes forced upon us have given an opportunity to improve initial investigation by moving this to the emergency response teams - thus returning Safer Neighbourhoods to solely focus on ward issues - just as they did before the LPM 3 years ago. I will say now that those who have been involved in neighbourhood policing for some time will see no new ideas in my plan but instead a return towards the original model but adjusted for the current resource situation.

Each ward will have three (3) officers assigned but, where this is currently aspirational and means three of any mix of PC or PCSO, the new set up will be two (2) Constables and one (1) PCSO for all as a minimum. At times when we are over strength (as numbers naturally fluctuate by one or two) we will seek to post above this number to our most troubled wards at that time. Safer Neighbourhood officers will no longer have investigation of crime as a core responsibility but will be charged with reduction of ASB and increased engagement - two of the four drivers for increased Confidence.

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Each ward sergeant will be allocated three (3) wards, so the named sergeant per ward remains. By shedding their BOCU wide responsibilities including crime management and supervision, those sergeants will be able to focus entirely on those wards and the two aims above. Most sergeants have ward groups that all work out of the same base or station so there should be improvements of support for your officers. As is currently the case, one of your DWO Constables and your PCSO are ring fenced and cannot be abstracted for central resourcing or London wide events.

The wards have been split into North and South by merging Barnet & Whetstone (North) and Colindale with Golders Green (South). It's not perfect but pretty comfortable, to maximise effective supervision and link issues. Again, those of us around for a while will remember it ran fine this way under Tim Barker and Mike Carver a few years ago. I await a conversation with the SNB about how representation on the Board will be affected - it is a decision for the board.

The tasking Inspector will command a set of teams of uniformed officers whose shift pattern means there will be three (3) teams on every day to provide visible presence, operational resources, support warrant executions and the like. They will be charged with crime reduction - a key element of a third confidence driver: "effective dealing with crime". This means that, although the ward teams are smaller than in the original SN set up (1-2-3) there is a pool of resource to enable activity to happen when required. They can also be used for reassurance in the case of critical incidents.

We retain the ASB and Licensing Units that have done so much over the last 12 months to enhance partnership working across the whole BOCU and provide a coordinated approach. In fact I have enhanced them both to enable real proactivity. I also intend to uplift the schools unit by two (2) PCSOs to bring back better junior interaction.

That's it in a nutshell. There are variables that still exist in the future such as the Mayoral plan for Neighbourhoods but I have tried to incorporate some of the rumours and statements in my planning, to provide some future proofing. It is not a return to the 1-2-3 model (enhanced on Barnet) but I have to be realistic about what resources I have. It is a return to what was inadvertently lost by the introduction of crime investigation to neighbourhood officers - local focus and effective supervision. It's been designed by me after taking on feedback from my sergeants and officers and the views expressed to them by yourselves and ward members in interactions over the last year. It builds on the good work done since the alterations 12 months ago and removes the areas that were reducing effectiveness.

The only other point I would make clear is that in the move around none of the existing Dedicated Ward Constable Officers are being moved, although some are being added to. The main move around is for the Sector officers who were allocated crimes and were not ring fenced. This group of officers are the ones that have caused much public confusion as they were allocated to ward sergeants for supervision purposes but were never actually Dedicated Ward Officers and so were often never seen by the public.

Over the next month I will also be realigning a handful of our PCSOs to ensure the following: every ward has at least one and they are fully fit for patrol, the schools unit will get two and the Met Trace delivery team is enhanced to ensure this valuable crime prevention tool is

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rolled out without abstracting Constables. In truth this only affects about half a dozen officers.

For those of you who are concerned about whether our emergency response teams can continue to meet emergency demand whilst taking on crimes, I can confirm that forty of those NPT sector officers are moving to response to bolster the teams. I would stress that the total borough strength of Constables and PCSOs is not affected by these changes.

Superintendent Paula Light