



**Lancashire
Constabulary**
police and communities together

JOINT MANAGEMENT BOARD

ITEM 2	DATE: 7 DECEMBER 2016
LANCASHIRE VOLUNTEER PARTNERSHIP (Appendices A to F refer)	
REPORT BY: CHIEF INSPECTOR IAN SEWART	

Executive Summary

This report presents proposals that will create a sustainable platform to increase the capacity of the Constabulary, within the Lancashire Volunteer Partnership, to deliver on the Commissioner's ambition, as set out in his Police and Crime Plan and reflected in the Constabulary's mission 'To keep people safe and feeling safe, particularly the most vulnerable'. This is an invest to save opportunity with significant benefits being delivered through increased preventative activity and the creation of a structure that is better aligned to other partners within the Lancashire Volunteer Partnership along with greater focus on reducing vulnerability. It will place Lancashire in the forefront of Asset Based Community Development nationally and will facilitate our place based leadership agenda. It is anticipated that this Programme of work will provide the evidence base for national development in this business area.

Recommendation

To agree the following proposals;

- 1) It is proposed that the Chief Constable agrees that the HQ – CIP Sergeant changes to become a budgeted Lancashire Volunteer Partnership / Supervisor (To be offset by cost savings made by proposal 4/5 and to become a police staff role in the future. The Sergeants post is funded until the end of year 2017/2018. Cognisance will be given to the forthcoming Unfunded Posts Policy which may result in this role transforming into a police staff role prior to the 2020 target) this proposal will involve a recurring growth of £21,805k.

Recommendation (cont.....)

- 2) It is proposed that the Police and Crime Commissioner agrees to fund an additional supervisory role 'Police Staff Lancashire Volunteer Partnership / Supervisor LC7 with a recurring growth of £33,890. It is proposed that the Chief Constable agrees to introduce an additional supervisory role 'Police Staff Lancashire Volunteer Partnership / Supervisor LC7.
- 3) It is proposed that the Chief Constable increases the number of PCSO / Cadets by 3, creating 7 posts in total (This move is cost neutral). It is proposed that the PCC agrees that this role is within the remit of a PCSO within the defined establishment numbers agreed with him.
- 4) It is proposed that the Chief Constable disestablish the following roles;
 - 6 x Special / Volunteer Co-ordinator LC5/6
 - 6 x Watch Liaison Officer LC5
 - 2 x CIP and Quality of Service Officer HQ LC5/6
- 5) It is proposed that the Chief Constable establishes the following roles;
 - 7 x Lancashire Volunteer Partnership / Neighbourhood Volunteer Support Assistants LC3/4
 - 8 x Lancashire Volunteer Partnership / Neighbourhood Volunteer Officers (Outreach and Outreach Support) LC5/6

Proposal 4 and 5 create cashable savings of £12,084 which the Chief Constable will use to offset the growth required to budget proposal 1
- 6) It is proposed that the Police and crime Commissioner agrees to fund £20k recurring towards the expenses required for more outreach activity by those staff employed in new roles.

Signature	Signature
Police and Crime Commissioner	Chief Constable
Date	Date

1. Background and Advice

Whether brought about by socio-economic, political or budgetary factors, demand on public services around welfare and safety is increasing and public services need to identify how, in a period of austerity, they are going to meet and face this demand. Early Action is a philosophy that seeks to do just this by identifying issues at the earliest opportunity before crisis occurs and putting in place interventions that reduce vulnerability and in turn demands on statutory provision.

A critical aspect to this is community step down, redefining the relationship between statutory services and communities so that communities deliver what they can do and public services deliver what they cannot. In December 2015 Chief Officers, the OPCC and partner agencies agreed a vision for volunteering that sought to capitalise on the capacity and capability public service volunteers could bring in reducing vulnerability and either preventing people entering statutory services or de-escalate out of them.

‘By May 2018 Lancashire Public Services will have an Integrated, efficient, effective and high quality Public Service Volunteer offer that matches resource with need, supports vulnerable people to get the help they need to become stronger and more resilient whilst reducing the demand on statutory services.’

The delivery method for achieving this vision was the Lancashire Volunteer Partnership / Integrated Volunteer Hub which would seek to deliver benefits by integrating all forms of public service volunteering. For the Constabulary this would include Specials, Volunteer Police Cadets, Volunteers and Neighbourhood Watch.

- Cashable savings for reinvestment by adopting a more efficient business support function (target 30% saving in business support costs by May 2018).
- Efficiency savings in reduced statutory intervention (target £421.2k per year achieved by each of the additional volunteers saving one hour of lead professional time each week).
- Increased capacity to reduce vulnerability and demand on statutory services (Additional 300 Early Action Volunteers by May 2018).
- More sustainable model for future service delivery with implementation costs repaid as early as yr3 after implementation.
- Implementation of good practice for the benefit of all Lancashire public services.
- County resource available for civil contingencies and major emergencies.

In April 2016 the OPCC were successful in being awarded a Police Innovation Fund grant to bring this vision into reality. With match funding by the Constabulary and

partners this amounted to an investment of over £2M in this business area over 2yrs. On 3rd June 2016 a Programme Plan was approved by partners for the delivery of the Lancashire Volunteer Partnership.

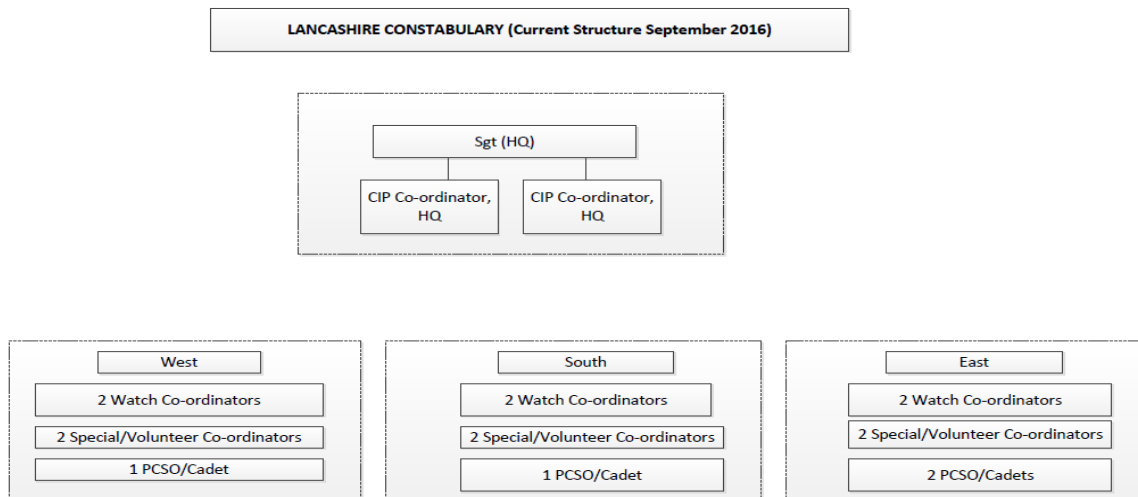
Whilst consulting with Constabulary staff involved in the support and management of volunteers a number of issues became apparent that dictated a formal restructure was necessary if we were to meet our obligations to the Lancashire Volunteer Partnership and to make better use of the resources available to us.

This proposal seeks to take that opportunity.

Further details of the business case and TMB / SMB papers can be found at Appendix 1

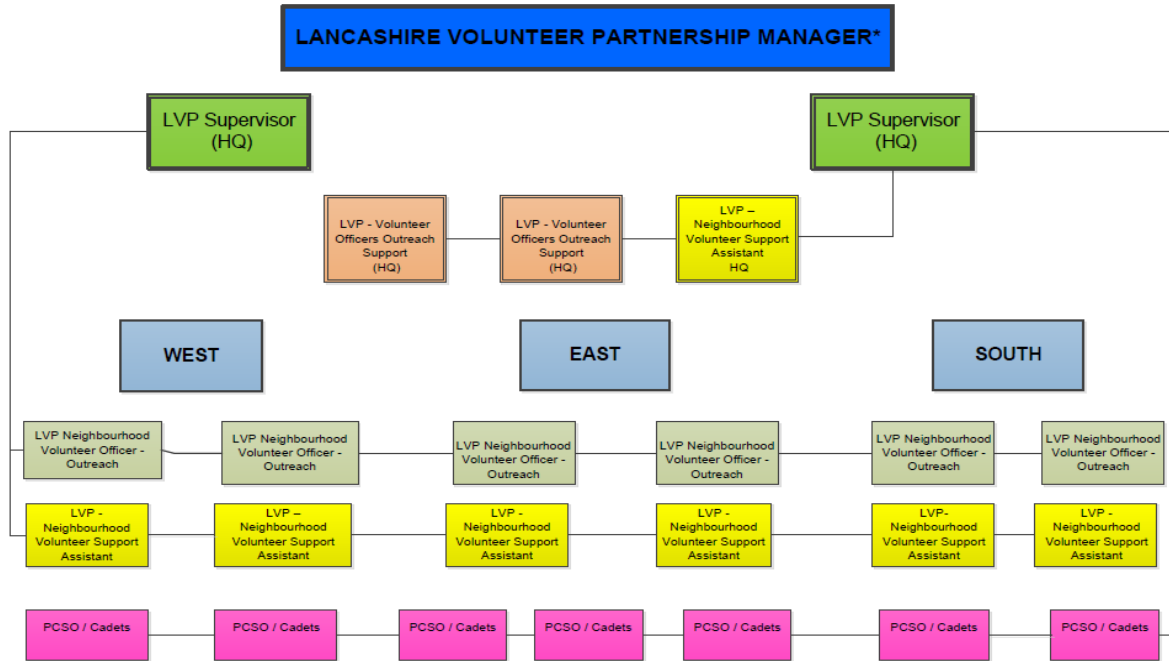
Proposed Operating Model

Current Structure



At present those staff based in divisions are line managed by varying supervisory roles. HQ staff have no supervisory responsibility for the divisional staff and are line managed by the CI Corporate Development

Proposed Structure



*The Lancashire Volunteer Partnership Manager function is currently being provided by the Programme Team. However, once the Programme Team has been disestablished a single substantive role will be established (this will not be at a cost to the Constabulary). Those staff answerable to the Lancashire Volunteer Partnership Manager will have dotted line support from a Constabulary Manager.

2. Consultations

3. Implications:

3.1 Risk management

3.2 Financial Considerations

3.3 Equality Considerations

4. Background Papers

None

Officer declaration	Date
LEGAL IMPLICATIONS – As above	
FINANCIAL IMPLICATIONS – As above	
EQUALITIES IMPLICATIONS – As above	
CONSULTATION – As above	
<p data-bbox="156 1016 1286 1055">Director to the Office of the Police and Crime Commissioner (Monitoring Officer)</p> <p data-bbox="156 1086 1377 1218">I have been informed about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lancashire.</p> <p data-bbox="156 1288 1174 1323">Signature.....Date.....</p>	