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Assistant Chief Constable

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14th December 2015

Dear Partners and Stakeholders,

As you are aware the Local Policing Programme has been building on the work of the Target Operating Model since April 2015. We have developed a new model for local policing which will help the Force prioritise resources and target improvements in service for the public, whilst making efficiency savings. It also aligns the operating model with the Chief Officer vision for the Force in 2020.

Our programme has three core objectives:

- Deliver an affordable, resilient model of local policing in Sussex for the future
- Deliver the benefits on time and in line with the programme plan
- Implement changes whilst maintaining operational stability and effectiveness

The Prevention and Partnerships team have spent several months developing the detailed design of a new PCSO role for the future model of prevention services.

Today, 14th December 2015, we begin a formal three-month staff consultation process with PCSO's to share the proposed design. This follows extensive discussions and planning via workshops with PCSO's, Divisional Command, NPT's and stakeholders, looking at current working practices, future deployment and how we work with partners. The views and suggestions from these workshops have informed the design of the new role, and the role design itself is not impacted by funding proposals.

The numbers of PCSO's proposed under the model have been based on demand analysis for the role, which provides the minimum number of staff and officers required for the future prevention model.

We know that you will be keen to understand the changes to the PCSO role, and we look forward to sharing the detailed design and the outcomes of the role as the consultation period concludes for our staff in February.

The proposed model developed by the Local Policing Programme aims to provide a resilient model of local policing in Sussex and it is proposed that PCSO's will:

- be deployed more flexibly in teams to vulnerable locations across Sussex assessed on the level of threat, risk and harm;
- have an increased focus on prevention and problem solving, rather than predominantly on reassurance;
- be equipped with a range of skills to enable them to resolve problems and prevent crime and disorder, alongside partners;
- have additional powers to enter certain licensed premises and enforce certain licensing offences, in order to address the selling of alcohol to those under age, street drinkers and people who are drunk;
- be issued with body worn cameras and have enhanced staff safety training;
- provide a tailored approach to the specific needs of communities and neighbourhoods.

As you will be aware, the Chancellor announced as part of the Comprehensive Spending Review on 25th November 2015 that police funding for England and Wales would be protected. Detailed information about the funding settlement and the impact on each force will be provided by the Home Office on or around 17th December 2015.

The Chief Constable has noted that new or increased investments which were announced in counter terrorism, collaboration and specialist capability will likely be taken from police funding and the government could mandate that Sussex needs to invest more in our firearms capability or other areas; for example, it is likely that any scope for revision in spending would need to prioritise areas such as CSE and CT to meet new requirements.

We are continuing with the PCSO consultation on the basis that the PCSO role designed through LPP is part of the broader requirement to transform neighbourhood policing and make the role more responsive with greater responsibility and capability to solve local problems.

Should you have any questions, please contact the Local Policing Programme via email Local.PolicingProgramme@sussex.pnn.police.uk

Yours sincerely,

Robin Smith
Assistant Chief Constable