



THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST: For PCC approval.

Title: Initial Estates impact of Proposal to Increase Police Officer Numbers

Executive Summary:

The Force has begun the preparation work to enable the delivery of increases in Police Officer numbers, over the next 3 years, in line with the proposals from the Prime Minister to increase Police Officers nationally by 20,000 FTEs. There will be a number of additional requirements, in terms of resources, equipment, IT and estates that result from this initiative. All of which are being worked through and much, if not all, are expected to be funded as part of the overall uplift in funding to support the increases in Police Officer numbers. Proposal will be developed around other areas as more information is known however it is important to recognise that, at this stage, neither the level of the funding or how many additional Police Officers will be 'allocated' to Cleveland to recruit, have been agreed.

One of the constraints on delivery is the space that is required to be able to deliver training to a significantly higher number of Police Officers than would normally be the case. To enable this constraint to be managed/mitigated the Force are proposing the following:

Maximise the space at the Learning and Development Centre for Training

The Learning and Development Centre provides 7 classrooms, a small ICT suite, a gymnasium and a hydro suite, with a further 3 rooms being occupied by Corporate Services. It is proposed that Corporate Services are relocated to the CSH, which is currently assessed to have 41 'free' desk spaces, and thereby freeing up as much space as possible within the Learning and Development Centre for training.

Need for Additional Space beyond the current Estate for a limited period of time

In addition to freeing up this space there is also expected to be a requirement for further additional space for training to meet the recruitment plans that have been developed. Time limited options are therefore to be put in place by the Force to ensure that physical training space is not a constraint in maximising the timeframes and numbers of Police Officers that can be recruited by the Force over the coming years.

Decision:

The PCC is asked to support the proposal put forward by the Force, to relocate the Corporate Services Team from the Learning and Development Centre to the Community Safety Hub, to free up space for training within that building. In doing so the PCC would like to re-emphasise, to the Force, his commitment to modern, flexible working practices including agile and his desire to maximise the CSH as an open and flexible multi-agency workspace for policing and partners. He therefore expects the Force to actively encourage and enable all employees to embrace these new ways of working.

The PCC is also asked to support the proposal for the Force to scope, and put in place, the necessary external arrangements needed to increase the training capacity, from an estates perspective, to meet the needs of the recruitment and training plans to deliver the additional Police Officer recruits.

OPCC Lead Officer: Michael Porter

Contractor Details (if applicable):

Implications:

| Has consideration been taken of the following: | Yes | No | |
|--|-------------------------------------|--------------------------|--|
| Financial | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Legal | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Equality & Diversity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Human Rights | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Sustainability | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Risk | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

(If yes please provide further details below)

Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's Chief Finance Officer where the decision has financial implications)

The indication, which has yet to be confirmed, is that funding to cover additional estates costs will be included as part of the funding available to support the delivery of the additional Police Officers. The indication is that it will be at a level of 20% on top of Pay costs. This is likely to be an average amount with recognition that some forces may need more, some less. Final decisions will however be for the Home Office. There are limited costs involved in implementing the proposals set out within this decision record form. Those that do arise are likely to be covered through National Funding however to wait for confirmation before putting plans in place is likely to limit the ability of the Force to deliver on the overall aim of recruiting more Police Officers as quickly as possible to aid in service delivery.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

Having read this report and having considered such information as has been provided at the time of being asked to express this view, the Chief Executive is satisfied that this report does not ask the PCC to make a decision which would (or would be likely to) give rise to a contravention of the law.

Equality and Diversity Implications

None arise from this decision.

Human Rights Implications

None arise from this decision.

Sustainability Implications

Depending on ultimate timing of recruitment it is possible that the additional Estate capacity will only be needed until June 2020 when Police Officer training will be undertaken with the University, however agreements will be flexible enough to respond to changing plans.

Risk Management Implications

The risk on not implementing the proposals set out within the decision record form is that the number of Police Officers and/or the timing of their recruitment will have to be delayed as there would be insufficient estate capacity to deliver their training.

OFFICER APPROVAL

Monitoring Officer

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed  Date 19/9/19

Police and Crime Commissioner:

The above request HAS my approval.

Signed  Date 19/9/19