



## Briefing for SWFB and OPCC clarifying the Neighbourhood (NH) definition and position.

**Force Review Baseline** was taken in July 2022. Establishment was used, not actuals or strength as that varies on a daily basis and as to measure savings it needs to be on funded posts.

For the PCC commitment to doubling NH. The definition of NH which TVP adopted within Force Review was NH Geographic PC's, which included officers working in Schools roles or Mental Health roles although these were less formally defined and not present in all LPA's.

The narrative behind this decision making was not to include problem solving teams (forecast was for the majority to slot into HRU's as a safeguarding remit, as closely aligned with PST role profile) or supervisors who are more frequently office based. To have included supervisors in the definition and double those would have continued an unsustainable top heavy supervision ratio within the NH and would have been cost inefficient.

The below tables confirms the ESTABLISHMENT figures used for the baseline, and where we will be at May 2025. This is taking into account in project changes to establishment levels as we de-couple the Schools Officers from the Youth Offending Officers and take them out of scope of the definition and move them to a safeguarding category. Also included are the Sergeant and Inspector numbers which shows how including them would not lead to a doubling. In order to address the supervisory ratio disparity the numbers have not increased, and for sergeants have decreased.

### **Baseline of NH PC's + Sgt& Insp as at 2022 (Included Geographical PC's)**

| LCU               | Pre-Change Numbers Geographical NS | Pre-Change Numbers Geographical NOs | Total Pre-Change Geographical NH Numbers | NH Geo Sgts est | NH Geo Insp Est | Total         |
|-------------------|------------------------------------|-------------------------------------|--|-----------------|-----------------|---------------|
| <b>Bucks</b>      | <b>21</b>                          | <b>12</b>                           | <b>33</b>                                | <b>4</b>        | <b>2</b>        |               |
| <b>MK</b>         | <b>8</b>                           | <b>12</b>                           | <b>20</b>                                | <b>11</b>       | <b>4</b>        |               |
| <b>Oxon</b>       | <b>18</b>                          | <b>18</b>                           | <b>36</b>                                | <b>13.6</b>     | <b>4</b>        |               |
| <b>Berks East</b> | <b>7</b>                           | <b>18</b>                           | <b>25</b>                                | <b>8</b>        | <b>3</b>        |               |
| <b>Berks West</b> | <b>8</b>                           | <b>27.5</b>                         | <b>35.5</b>                              | <b>8.65</b>     | <b>4</b>        |               |
|                   | <b>62</b>                          | <b>87.5</b>                         | <b>149.5</b>                             | <b>45.25</b>    | <b>17</b>       | <b>211.75</b> |

**Post LCU implementation NH as at 31/05/2025 (Includes NH PC's, MH PC's, Schools PC's and NH Tac Advisors)**

| LCU                       | NS         | NO           | Schools   | MH        | NH Tac Ads | Total PC NH Number | Sgts      | Insp      | Total        | LCU Date.       |
|---------------------------|------------|--------------|-----------|-----------|------------|--------------------|-----------|-----------|--------------|-----------------|
| <b>Bucks</b>              | <b>26</b>  | <b>37</b>    | <b>3</b>  | <b>2</b>  |            | <b>68</b>          | <b>5</b>  | <b>2</b>  |              | <b>April 24</b> |
| <b>MK</b>                 | <b>13</b>  | <b>26</b>    | <b>3</b>  | <b>2</b>  |            | <b>44</b>          | <b>8</b>  | <b>3</b>  |              | <b>Sept 24</b>  |
| <b>OXON</b>               | <b>27</b>  | <b>49</b>    | <b>4</b>  | <b>2</b>  |            | <b>82</b>          | <b>10</b> | <b>4</b>  |              | <b>Nov 24</b>   |
| <b>Berks East</b>         | <b>20</b>  | <b>43.4</b>  | <b>3</b>  | <b>2</b>  |            | <b>68.4</b>        | <b>7</b>  | <b>3</b>  |              | <b>May 25</b>   |
| <b>Berks West</b>         | <b>22</b>  | <b>36.5</b>  | <b>3</b>  | <b>2</b>  |            | <b>63.5</b>        | <b>8</b>  | <b>3</b>  |              | <b>May 25</b>   |
| <b>Community Policing</b> |            |              |           |           | <b>3</b>   | <b>3</b>           |           |           | <b>2</b>     | <b>April 24</b> |
|                           | <b>108</b> | <b>191.9</b> | <b>16</b> | <b>10</b> | <b>3</b>   | <b>328.9</b>       | <b>38</b> | <b>17</b> | <b>383.9</b> |                 |

The inclusion of constables in schools/MH/Tac Advisors along with the substantive NO's and NS's means that we are more than doubling the baseline (149.5 to 328.9) Just counting NO and NS alone however is an exact doubling (149.5 to 299.9)

Including Schools/MH/Tac Advisors means we could use the same definition of NH for internal reporting and for the Home Office Workforce Census return as per the Chartered Institute of Public Finance and Accountancy (Cipfa) Police Objective Analysis (POA) framework definition:- *Non-emergency response and neighbourhood policing, Neighbourhood Policing Teams, and/or Safer Neighbourhood Teams whose primary role is neighbourhood based, and planned response i.e. scheduled or dealt with by appointment. (See section below on HO Census Submission)*

There will still be two key differences between the data provided based on this consistent definition/agreement of what is counted as NH because:-

- The Home Office Census Data will include supervisors (Sgt and Inspectors) whereas the internal reporting at SWFB for the purpose of the commitment the PCC made to double NH only include PC's (visible presence).
- The census data is also reporting on strength at a point in time, not actuals or establishment. Our internal reporting will show establishment and strength.

RISK : If we include supervisors in the internal definition which was used for the commitment to doubling then we will only have grown from 211.75 to 383.9, a shortfall of 39.6 FTE.

**Home Office Census Submission**

The original census submission gave a strength figure at 31/03/2024 as 407.

This data set was taken after the force review baselining and work had already commenced (2022) to increase the numbers in NH Geographical posts as part of the

PCC funded posts and commitment to doubling NH, so the submission is higher than it would have been at March 2023 or March 2024.

Having analysed the data which was submitted by GS&I (as that is where the request came in to TVP from the Home Office) using PeopleSoft data we have been able to review the posts, to determine which of those should and shouldn't have been included in that return under the 1a definition of Neighbourhood.

A revised submission using geographic neighbourhoods and the definition agreed upon in force would change that submission to 274

| @31/03/2024                |                              | Rank Breakdown                     |        |        |
|----------------------------|------------------------------|------------------------------------|--------|--------|
|                            | Submission<br>(Strength FTE) | Potential<br>Amended<br>Submission | PC     | Sgt    |
|                            |                              |                                    | Insp   |        |
| Geographic PC to Insp (1a) | 254.2                        | 254.2                              | 192.02 | 44.25  |
| PST PC to Insp (1c)        | 121.56                       |                                    | 94.12  | 19.61  |
| Schools Officers(1a)       | 10.63                        | 10.63                              | 10.63  |        |
| MH (1a)                    | 8.85                         | 8.85                               | 8.85   |        |
| Service Improvement (1d)   | 7.76                         |                                    |        | 3 4.76 |
| Performance (1d)           | 4                            |                                    | 1      | 3      |
| <b>TOTAL</b>               | <b>407</b>                   | <b>274</b>                         | 306.62 | 69.86  |
|                            |                              |                                    |        | 30.52  |

We would like to seek agreement from the Home Office to move the Service Improvement and Performance numbers into category 1d (*Local Policing Command and Support Overheads*) and move PST (job titles included Safeguarding /Domestic Abuse/Child Exploitation) into category 1c (*Specialist Community Liaison*)

An indication of future years returns for census under 1a NH Policing, post LCU implementation (May 2025) would look similar to the below. This is based on establishment rather than strength at this time as we are unable to accurately predict strength as at May 2025 until the Berks LCU postings are loaded into the system.

| ASSUMPTION @31/05/2025       |               | Rank Breakdown |     |      |
|------------------------------|---------------|----------------|-----|------|
| ASSUMPTION @31/05/2025       |               | PC             | Sgt | Insp |
|                              | Establishment |                |     |      |
| Geographic PC to Insp        | 352.9         | 299.9          | 38  | 15   |
| Schools Officers             | 16            | 16             |     |      |
| Mental Health                | 10            | 10             |     |      |
| Community policing Inspector | 2             |                |     | 2    |
| NH Tac Advisors              | 3             | 3              |     |      |
|                              |               |                |     |      |
| <b>TOTAL</b>                 | <b>384</b>    |                |     |      |

It is worth noting that should the Government ask us to increase by a certain amount of officers under the 1a definition, for transparency purposes this should be on top of the 384 and not the 274, as otherwise it would be difficult to differentiate between the uplift we have already delivered and the uplift they mandate.

Decisions needed:-

1. For purposes of re-submission request for Police Workforce Census 31/03/2024 to the Home Office TVP agree that the 1a definition of NH Policing will include Geographic/NH posts, LCU Mental Health Offices, LCU Schools Officers, Community Policing NH Tac Advisors and Community Policing Inspectors. This is for ranks PC to Insp.
  - C/Insp and above counted in the 1d category of Command and Support Overheads
  - PST as was would fall under 1c category of Specialist Community Liaison
  - SI and Performance to fall under 1d category of Command and Support Overheads

We need to respond to [NHPGuaranteeOfficerBaseline@homeoffice.gov.uk](mailto:NHPGuaranteeOfficerBaseline@homeoffice.gov.uk) by 17:00 on Wednesday 20 November. Revisions will be considered on a case by case basis and will require republication of the annual statistics, with our revised data and the reason for the change.

In relation to the Reason to be provided, we would articulate that our Problem Solving resources should have been included as Specialist Community Liaison, their function is/was more specialised than geographic neighbourhood, focussing on child exploitation, domestic incidents and safeguarding. Performance and Service Improvement should have been included in Support Overheads as their function was around the LPA performance and not Neighbourhood Policing.

RISK: If the change is not agreed (either by TVP or the Home Office) then there is a risk that the baseline and definition in the census is entirely different to the definition we are using internally for the PCC commitment to doubling neighbourhood numbers. As such there would need to be two distinct definitions of NH for different audiences with a clear explanation of the two.

In addition the Government can be expected to be publishing the data on their Neighbourhood Policing Guarantee on a regular basis and that will be in the public domain with a very different figure to our internal definition and the one which the PCC has been working to. This will be complex as is to explain, but exacerbated by having such a vastly different baseline/definition and mitigated by the amended submission and clarification that the definition is the same but one includes supervisors and one does not.

2. TVP agree that this definition should be used for future census submissions which need to have input from WFP and T&R and sign off at SWFB prior to submission to ensure the workforce (not just NH) is accurately reflected based on agreed definitions and a record kept of what they are. If a re-submission is not accepted on the March 2024 data then we can align moving forward.
3. Confirmation from OPCC that the narrative and definition of NH from a PCC commitment to double neighbourhood and from the Workforce Census return is understood and agreed. (differences due to establishment/strength reporting and inclusion of supervision or not) If the difference is not agreed and we use the Home Office definition then supervisors will be included and there will not be a doubling of Neighbourhood numbers, even with the HO Uplift.