

TITLE OF REPORT: Force Operating Model Update

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As you will be aware Part 1 of the Northumbria Police Force Operating model (FOM) went live on November 4th 2019. This part of the FOM saw the traditional approach of an Officer In Charge (OIC) style of policing (which was a response officer travelling to an incident and dealing with it in its entirety) being replaced by a model which created a dedicated Response Policing Team (RPT) and a Secondary Investigation Unit (SIU).

The creation of the RPT was designed to ensure that we are able to respond to the public when they need us most, with vulnerability being a key factor. The RPT's deal with high priority incidents, as well as those crime investigations which are not protracted.

The creation of the SIU will ensure that we are able to meet demand while at the same time drive up investigative standards, which in turn will improve outcomes for victims and witnesses.

When the public contact us for service their incident will be assessed to determine whether they need an immediate response or a more planned one. This assessment will be based upon threat, harm, risk and vulnerability. This will ensure that we protect those who need us the most. If an emergency response is not required then the public will still receive a response that may involve speaking to an officer over the telephone or by scheduling an officer to attend.

The shift patterns for the teams have also been altered, to ensure that we have enough resource on duty, at the times that they are required to meet demand.

Since its introduction, Part 1 of the FOM has seen the number of requests to Neighbourhood Policing Teams (NPTs) to backfill for response teams significantly fall. This reduction in the requests to backfill means that NPTs are now able to spend more time within their communities dealing with their core objectives of protecting the vulnerable, delivering safeguarding, crime prevention, community engagement and problem solving.

There was initially some concern about the capability of the SIUs to meet the investigative demand due to under resourcing, however, they have demonstrated during a very busy festive period that they are able to cope with the workload.

FOM Part 2

The second (and last) phase of the FOM saw the restructuring of the NPTs on the 6th January 2020. This restructuring had a lesser impact on the NPT's than Part 1 had seen with the Response Teams as most of the NPTs were largely unaffected, other than a shift pattern alteration which better meets demand.

There has been a commitment from the force to further invest in Neighbourhood Policing as we view it as the cornerstone of everything that we do.

Moving Forward

Most will be aware of the uplift in Police numbers which is happening across all forces. In Northumbria we are likely to see an increase of over 600 new officers over the next three years. This increase has already started and we have a number of student officers who are currently splitting their time between the policing environment and studying for their Police Constable Degree at Northumbria University. This is a significant step towards further professionalising policing, as well as providing some much needed resilience for our front line officers.