



LOTHIAN AND SCOTTISH BORDERS - J DIVISION

PROPOSED DEVELOPMENT OF CURRENT MODEL – MIDLOTHIAN

Chief Inspector Kenny Simpson





BRIEFING PAPER

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**CHIEF INSPECTOR SIMPSON,
LOCAL AREA COMMANDER - MIDLOTHIAN**

PROPOSED DEVELOPMENT OF CURRENT MODEL – PARTNER BRIEFING PAPER

1 INTRODUCTION

- 1.1 The current Operational Policing Model was implemented in J Division on the 4th March 2015. This led to a re-distribution of the resources across Response and Community roles 60/40% split.

2 BACKGROUND

- 2.1 In September 2015, a '6-month Review of the Operational Policing Model within J Division' was completed and presented to the Divisional Commander, Chief Superintendent Imery, and a number of key recommendations made.
- 2.2 The review team lead, PI O'Connor, carried out engagement internally in the form of staff surveys, workshops, etc. and externally by engaging with partners in each of the local authority areas, including a workshop involving elected members and representatives of the community and police partnership, where views were expressed on the current policing model, and the results of this engagement have been included in the planning process. Views and opinions were sought throughout, and formed the content of the 6-month review, and commensurate recommendations.
- 2.3 The review found that there was a need for change to the current policing model to meet demand and expectations. On the 23rd of November 2015 the Divisional Commander instructed that an implementation team (Operation Whitecross) consider the recommendations of the review and decide on which of those were suitable for implementation in a New Policing Model for J Division. The Commander clearly defined the terms of reference for the new model to create a stronger framework towards preventative policing, ensure that cognisance of the external review was fully considered throughout, and the ratio between response and community police officers was revisited.
- 2.4 The purpose of this briefing paper is to engage in a consultative spirit with our elected members, Local Authorities and partners, communicate the key proposed changes and ensure that their thoughts and views form part of the planning and delivery of the new model.

3 SUMMARY

- 3.1 The main recommendations from the review and implementation team can be summarised in the following table:

Table 1

	Current		New	
Response / Community Ratio	60/40		80/20	
Community Action Teams	2		2	
Youth Community Officer	3		3	
Response Hubs	1	Bonnyrigg	2	Dalkeith Bonnyrigg
Dedicated, Named Community Officers In Every Multi Member Ward	No		Yes	

- 3.2 Based on the findings of the review and the engagement process, there is a move to rebalance the ratio of response and community officers. This provides for response officers to deal with the day-to-day calls, and reduces the abstraction of community officers from their core role, allowing them to be 'ring-fenced' to an extent. It represents a delineation of their roles and responsibilities, with community officers clearly focusing on prevention work with partners.
- 3.3 Midlothian has operated Community Action Teams very successfully for several years. They represent a flexible, local resource, able to respond to emerging crime trends, carry out problem solving packages, target anti-social behaviour and a wealth of other related local demands, all with a thread of prevention and localism directed by their LAC's and local Partnership TAC's, which is greatly appreciated by their respective communities. The new model allows for the current Community Action Teams in Midlothian to remain, (Midlothian Community Action Team).
- 3.4 There are currently three school-link officers in Midlothian. There is recognition from partners of the excellent work they do in prevention and diversionary work in our schools, and the new model would see these officers remain in post. These officers currently have several different titles across the Local Authorities, and for consistency, the opportunity is presented to move to one name: Youth Community Officers (YCO's), which better represents their work both *in* and *out* of schools with our young people.

- 3.5 Response officers would be based at hubs in Bonnyrigg and Dalkeith, offering coverage across the county.
- 3.6 The importance of named and dedicated community officers is reflected by the intention to move towards their presence in every one of the six multi-member wards of the county. Aligned to, and based within their distinct geographic area, they would represent the face of the police in the community and provide a higher level of consistency in local engagement, including continuity at local meetings.
- 3.7 It is of note that the roles and responsibilities of these officers, formed over years of partnership working and engagement, would not change; their focus remaining on engagement, prevention, diversionary work and forging and improving community relations.

4 CONCLUSION

- 4.1 This engagement paper represents the intention of the Divisional Commander, and her Local Area Commander, to move to a new policing model, which better serves the community, and forms part of a conversation between the Local Authority, elected members and partners. Your views and opinions are welcomed.
- 4.2 As part of a continued engagement and review process, a letter and questionnaire has been prepared for the attention of Local Councillors throughout J Division, and this will be sent out in due course. The letter requests input on the effectiveness of the change and the questionnaire sets out questions from which a survey can be taken. This will capture a *present day* view.
- 4.3 After 10 months a second letter and questionnaire will be sent to Local Councillors asking the same questions and a review of the two responses will be made to assess the viability of the new policing model.