

CRIME AND DISORDER SUB-COMMITTEE, 17 JULY 2019

Subject Heading:	MOPAC Partnership Plus Scheme for s92 Police Officers
Cabinet Member:	Cllr Persaud
SLT Lead:	Sue Harper Interim Director of Neighbourhoods
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Policy context:	Supports the priorities under the Crime and Disorder Act 1998 and the Safer Havering Partnership Plan 2017-2020 approved by Full Council July 2017.
Financial summary:	Funding for this scheme has been identified corporately

The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input checked="" type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

This report details a proposal from the Mayor's Office for Policing and Crime (MOPAC) on the Partnership Plus scheme for S92 Police Officers for Havering for a decision by Cabinet.

RECOMMENDATIONS

Cabinet recently approved the MOPAC Partnership Plus scheme on the 8th May 2019 for additional Police officers within Havering and the funding requirements to support the scheme for three years from 2019/2020

REPORT DETAIL

1. Background.

- 1.1. The Metropolitan Police has launched a new PartnershipPlus Scheme in February 2019 in order to support safer neighbourhoods within London Boroughs. The MOPAC PartnershipPlus Scheme for the London Boroughs must be discussed and considered with the Borough Commander as was previously required, and has already been discussed with the East Borough Command Unit (BCU) Commander who is completely supportive of the proposed scheme for Havering.
- 1.2. However, the proposed new scheme is different than the previous scheme (i.e. buy-one-get-one-free basis) in that it now requires the funding of all Police posts involved.
- 1.3. The new scheme will allow local authorities to purchase police officers at a reduced rate of £57,000 per police constable, £70,500 per sergeant and £86,000 per inspector. It represents a discount of over 21% of the full cost of a police constable. There are approximately 10 Public Order High Demand Days per annum, when these police officers will be required elsewhere. The above costs have made provision for these expected abstractions and are incorporated within the rates.
- 1.4. The minimum term for PartnershipPlus Scheme agreement is three years, albeit either party may terminate the agreement with six months' notice for any reason within the term. The process for securing these posts is similar to the previous arrangements with a receipt of a Letter of Intent from the London Borough, confirmation of availability of the additional officers and Deputy Assistant Commissioner's approval. Discussions with both the Borough Commander and MOPAC lead should Havering wish to precede this will be undertaken. Attached at Appendix 1 is a letter to the Council explaining the proposed scheme.
- 1.5. There is the opportunity to explore additional funding to support the scheme locally engaging with other partners including the Business Improvement Districts within Havering.

2. Further information

2.1. The most frequent questions from the Metropolitan Police Service on the Partnership Plus Scheme are detailed below:

- The PartnershipPlus Scheme is an MPS Scheme that is supported by MOPAC and provides officers at a reduced rate with the MPS absorbing pension and support costs.
- The PartnershipPlus Scheme is restricted by legislation to Local Authorities only and is formalised pursuant to Section 92 of the Police Act 1996 (Grants by local authorities). This may be extended to Business Improvement Districts, Arm's Length Management Organisations, mainstream schools and NHS Trusts where the Local Authority is prepared to work in partnership and act as the primary contact for contractual and payment purposes.
- Local Authorities that raise additional revenue through either Section 106 of the Town and Country Planning Act 1990 or Late Night Levy may use the funds to purchase additional officers through the PartnershipPlus Scheme.
- Officers purchased under the PartnershipPlus Scheme will be additional to the BCU Establishment. PartnershipPlus officers will be available for approximately 10 High Demand Days annually for which a discount has been applied to the annual rates.

3. Havering Enforcement Model

3.1. The Council proposed approach to enforcement is currently underway. Should the Council commit to the arrangements for the additional police officers the intention would be to co-locate them within the Enforcement Group. The introduction of a one Council approach to enforcement will ensure consistency and the effective use of resources to tackle crime and disorder issues for Havering. The enforcement model proposes the creation a generic area based enforcement team; a tactical enforcement team and a strategic intelligence/ policy hub. The outline Enforcement Model structure is attached at **Appendix 2**, including the proposal of S92 Police officers located within the tactical enforcement team.

3.2. The Proposed Enforcement and Safety Model will:

- i. prioritise and allocate resources to tackle issues that need an immediate response, gather intelligence on offenders and take positive, relevant action, be agile and responsive to emerging issues, seeking compliance/resolution and then move on whilst monitoring to prevent re-occurrence.
- ii. Improve the quality of the competency base for the officers to ensure the right legislative 'tools' are used proportionately to promote acceptable behaviour in public realm areas whilst tackling the minority who have no respect for their local environment.

- iii. Enable 'upskilling' of staff to raise the competency level and standardise the enforcement response without losing the balance between education/encouragement and robust enforcement action where needed.
 - iv. Maximise the availability/ flexibility of officers within the available budget and deliver services when and where they are needed.
 - v. Ensure a 'level playing field' for residents and business to enable compliance with relevant legislation, providing support, advice and education to minimise the need for enforcement.
 - vi. Establish strong cross service working with other key stakeholders, in particular Public Protection and Community Safety to ensure efficiency is maximised. I.e. tasks are completed by appropriately graded staff, supporting, assisting and sharing intelligence and information to reduce borough visits and maximising the hours of service provision.
- 3.3. There will be a need to rationalise the enforcement activities undertaken by the team and priority will be given to issues that affect the quality of people's lives and the environment in which they live, work or do business. A balance will need to be made on what is achievable and deliverable in light of the resources available and with the proposed additional resource of s92 officers will both enhance and provide essential warranted policing support on priority issues within Havering. Such arrangements will enable 'cross-fertilisation' of skills, experience and knowledge amongst the wider Enforcement Group and enable flexibility to meet changing demands and emerging priorities.
- 3.4. The proposed council funded Met PartnershipPlus s92 officers will be deployed to police and support both the Safer Havering Partnership priorities and Havering Tactical Enforcement Group (TEG) tasking priorities.

REASONS AND OPTIONS

Reasons for the decision:

The proposal supports the Safer Havering Partnership strategic priorities and will enable the Council to deploy dedicated Police resource to address local antisocial behaviour incidents and targeted enforcement activity as required.

If the Met PartnershipPlus was not supported the ability to secure additional Police resource for activity locally would be subject to East BCU priorities.

IMPLICATIONS AND RISKS

4 Financial implications and risks

4.1 Proposed costs annually

Annual Rates	2019/20
Police Constable (PC)	£57,000
Police Sargent (PS)	£70,500
Police Inspector (PI)	£86,000
Recommended number of officers in Havering	
PC	4 (£228,000)
PS	1 (£70,500)
PI	0
TOTAL	£298,500 p.a.

4.2 The terms and conditions issued are standard and consistent with those supplied to all London Boroughs under the PartnershipPlus Scheme and unlikely to be varied. As already highlighted input will be required by the London Borough, in consultation with the Borough Commander, which has already commenced at the time of drafting the report in order, to agree the number/rank of officers supplied, start/end dates and objectives within the schedules.

4.3 Provision for police overtime can be made within the agreement; this will be required particularly where there is an expectation for the officers to work on bank holidays. Additional resources to support the officers, such as vehicles, may be funded by the London Borough. These arrangements may either be included as part of the scheme Agreement or formalised within a separate agreement, subject to consideration of the requirement, funding available and the term of the funding.

4.4 £300,000 per annum funding for this scheme has been identified corporately from the Corporate Risk Budget for three years 2019/20, 2020/21 and 2021/22.

5 Legal implications and risks:

5.1 Section 92 (2) of The Police Act 1996 provides that the Council of a London Borough, County, or District which falls wholly or partly within the Metropolitan Police district may make grants for the police purposes to the Receiver for the Metropolitan Police District. This includes the Mayor's Office. Grants can be made as a gift or there is an arrangement for contract of services. Section 92 (3) of the 1996 Act provides Grants under this section may be made unconditionally, or with the agreement of the chief officer of the police for the police area concerned subject to conditions. It is noted the grant will be made subject to an agreement as set out in the body of the report. The performance of officers will have to be managed in accordance with the terms of the

agreement. Once the scheme has been implemented the Council must ensure that no part of the funds represents a 'profit' to any of the recipients in order to avoid any indication of a procurement activity.

Human Resources implications and risks:

- 6.1 There are no HR implications or risks arising directly that impact on the Councils workforce. Whilst the intention is to co-locate the Met PartnershipPlus s92 officers with the Councils Enforcement Service, the officers will be employed by the Metropolitan Police Service on police terms and conditions.

7 Equalities implications and risks

- 7.1 The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

- 7.2 The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

Appendices

Appendix 1 Letter from MOPAC regarding PartnershipPlus Scheme

Appendix 2 Enforcement Model

BACKGROUND PAPERS

None.