
Community Safety & Services Select Committee – 20th January 2011

Report of Superintendent Stuart Johnson, Dudley Local Policing Unit

West Midlands Police Programme Paragon Update

Purpose of Report

1. To update members on the developments within the West Midlands Police brought about through Programme Paragon

Background

2. In June 2009 West Midlands Police Chief Constable Chris Sims launched a major organisational change programme "Programme Paragon" designed to deliver a first class policing service, and protect our communities from harm.

The programme is aimed at helping to shape the organisation for the future and is linked to the five key 'drivers for change' outlined in his inaugural speech to the organisation on 1 June 2009, which focus on:

- Changing the performance culture
- An emphasis on trusting the judgement of our people
- A stronger approach to partnership
- Pursuing organisational change based on a simplified mission and structure
- Projecting our message locally and nationally

The programme has four distinct phases

Phase 1 – Scoping and strategic design (June – Sept 2009)

Phase 2 – Detailed implementation planning (Sept – Dec 2009)

Phase 3 – Implementation leading to delivery (Jan – March 2010)

Phase 4 - Delivery and benefit realisation (April 2010 onwards)

Phase four is now underway. This is a review of support departments, together with the launch of six major new strategic projects aimed at improving the way the West Midlands Police provide their service.

In addition, there will be a post implementation review of the changes carried out in April and a series of thematic reviews looking at issues such as leadership, values, technology and maximising the use of resources.

The six strategic projects have been set up to identify the best model for improving service delivery. The projects will look at:

- Business Support and Shared Services
- Custody and Criminal Justice
- Crime Portfolio
- Contact Management
- Learning and Development
- Information Services

Dudley – The Local perspective

Prior to April 2010 Dudley Borough had two Police Command areas. Since April it is now policed by one Local Policing Unit (LPU).

The area now has response teams working from Brierley Hill and Stourbridge. They respond to urgent calls across the Borough 24 hours a day, seven days a week.

In addition there are 24 Neighbourhood Police teams who mirror the council ward areas. Each team is headed by a Sergeant who is responsible for the Police and Community Support Officers for their area. The result has been a reduction in the number of Neighbourhood teams from 32 to 24 which was done to allow local officers to work more closely with local communities, elected members and partner agency staff. There has however been an increase in Sergeants on Neighbourhood teams from 19 to 29, and officers from 280 to 299. The number of PCSO's has remained the same.

The Neighbourhood Teams are based across the Borough at Sedgley, Dudley, Brierley Hill, Kingswinford, Netherton, Lye, Stourbridge and Halesowen Police stations. Their role is to work with local communities, and partner agencies, to target the Crime & Safety issues in their area.

Finance

5. Any financial implications arising from Programme Paragon will need to be considered and managed within the overall Budget Strategy and Capital Programme.

Law

6. Section 6 of the Police Act 1996 requires the Police Authority to secure an efficient and effective Police Force for its area.

Equality Impact

7. Decisions emanating from Programme Paragon will be considered for any equality implications for both local communities and the West Midlands Police. Equality impact assessments will be undertaken where any issues are identified.

Recommendation

8. It is recommended that:-
 - The content of the report is noted



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