

Presentation to
Derry District Policing Partnership

Policing with the Community

An inspection of Policing with the
Community in Northern Ireland

29 April 2009

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Positive Findings

- Structured approach through NhP programme with corporate guidelines
- Tangible goals in Policing plan 2008-2011 with targets
- NhP features in strategic assessments within Crime Operations Branch
- PwC fund available for local projects
- Progress being made on recommendations of NhP programme, for example:
 - Corporate programme team led by ACC Criminal Justice
 - Geographic neighbourhoods being defined and teams put in place
 - Abstraction policy agreed
 - Community engagement strategy and partnerships being developed
- High level of personal commitment from many staff



Areas for Improvement

I. Strategy and Policy:

Corporate structure needs to place PwC as the core function

Projects critical to delivering and sustaining PwC have been shelved e.g.

- Call management
- PCSOs

Reorganisation of Districts perceived by customers as distancing them from PSNI

PwC not yet fully embedded into performance management

PwC has only just appeared in NIPB policing plan – needs strategy to take accountability to local level



Areas for Improvement

2. Culture/Ethos

No agreed corporate vision as to what constitutes PwC and no clear corporate end goal for NhP programme

Communities perceive lack of commitment to Patten vision for PwC

Staff do not view PwC as the corporate style of policing – culture remains response based

Organizational status of PwC/NhP is low - not viewed by staff and senior managers as attractive career path



Areas for Improvement

3. Resources:

Civilianization through workforce modernisation has not been sufficiently progressed to free up officers for PwC

No apparent commitment to resource PwC in line with it being the 'core function'

No framework for realigning resources to PwC duties

A reducing budget, recruitment of PCSOs shelved, and restrictions on working hours of POPT have impacted on delivery of PwC

Public expectations of PwC are not being effectively managed in line with the resources allocated to it by the PSNI



Areas for Improvement

4. Partnership:

Community groups want PSNI to engage with people who are taking risks to make a difference – time limited

Community groups sold short when promised alternative arrangements for policing had not been implemented

- Police surgeries
- Mobile police stations

Inconsistent approach to partnership

- joint problem solving approach not deployed across whole service delivery area

Lack of legislation similar to the Crime and Disorder Act means partnership working is not fully effective



Sustaining PwC

- **PwC strategy needs to be at the core of the policing function and embedded in every policy and strategy**
- **Needs to be a clear corporate vision for PwC which raises and supports its status within PSNI**
- **Needs a modern call management strategy to enable effective call handling in support of the delivery of PwC.**
- **Policies critical to PwC need to be reviewed and implemented**
 - **recruitment of PCSOs**
 - **measurement and management of performance**
 - **corporate structure**
 - **resource allocation**
- **Needs effective local partnerships supported by legislation**



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