



Salisbury Area Board

Thursday 14th July 2016

Alamein Suite - City Hall, Malthouse Lane, Salisbury, SP2 7TU

Out with the old...

I'm sure you will be sad to hear that Dave Minty has moved on to new pastures and wish him well on his temporary promotion to Superintendent at HQ. Many years ago, I tutored a fresh faced young PC Dave Minty on the streets of Trowbridge and take pride in watching his development. However, his promotion provides me with an opportunity to introduce myself as the new Sector Head for the Salisbury Area.

I come to you with 22 years of Policing experience and although do recall a spell as Custody Sergeant at the old Police Station on Wilton Road, most of my experience has been based in the West Wiltshire area. Other highlights of my career have been as a Detective Sergeant within the Public Protection arena (Domestic Abuse & Safeguarding Adults) and as the Force Crime and Incident Registrar, creating links between the Home Office and Wiltshire Police on recording of crime and incident statistics and a recent spell responsible for Volume Crime Investigations, although the majority of my time has been spent as a uniformed frontline Police Officer. In short, been there; done that and would have got the T shirt if it came in my size!

Community Policing Teams were introduced as a pilot area in Trowbridge and Warminster and I was fortunate enough to gain first-hand experience working as the Sector Deputy last year. This model will change the way service is delivered to you from the Police. Change is often treated with skepticism and mistrust; however, I can honestly say that in my opinion the positives far outweigh the negatives. The Chief Constable and PCC have announced that this model will be adopted by the entire Wiltshire Police as the new operating model, creating a 'One Team' approach – the 'One Team' being Wiltshire Police. This model will be adopted by the Salisbury area later this year.

So what is changing?

The old Hub Model was based on Officers working in 'silos' to address their area of responsibility. This introduced many different steps and individuals working along a production line as crimes and incidents were reported to the point of justice being delivered at the other end. This created a position whereby an officer attended, investigated, wrote a report and handed it to the next person. They read the report, continued the investigation

and interviewed the suspect and then either submitted a file or returned the investigation for further enquiries. Eventually, the case would reach conclusion where the case might fail because there was a lack of evidence. Who takes ownership and learns when there are so many people involved in their area of responsibility? The chances of the information filtering back to the initial officer are small and will they recognise that it was their initial action that started the investigation on the wrong foot? With departments focused on their own specialist role and the communication between departments breaking down it is clear that nobody ever takes ownership.

The Community Policing Team Model brings staff to work together. We no longer have Response Officers to attend; Neighbourhood Policing Officers to consider the community impact and longer term issues; Local Crime Investigators to interview and build a file, supported by CID officers for the more serious investigations. All of these officers will work together as a team under one Sergeant taking ownership of investigations from the beginning to the end. They will not be passing the investigation to different departments; they will do it themselves.

There will be reskilling of officers, who will have to take personal responsibility for their work, but they will be supported by a blend of experience and skills working alongside them as a team to achieve this goal.

Officers will also be encouraged to prioritise their work based on risk, utilising the Control Strategy, which identifies the threats and risks to our communities. You will hear more of this in future reports.

This is a very simple pen picture of how Community Policing changes our approach. I intend to provide a more detailed review in time for the next Area Board. However, even with sight of what is changing in the future, we must not lose sight of the present. I still have a responsibility to provide effective Neighbourhood Policing to our local communities.

Visible Policing for Now and the Future

My priorities are simple and do not change regardless of which model we work to: I will provide a visible team within the community and respond to the needs of that community utilising all of the available technology to support the right person going to the right job. They will be encouraged to not only use the cars, but to engage in foot and cycle patrols and really get to appreciate the benefits of partnership working and visibility.

I am excited by the challenges ahead and look forward to introducing the new Policing Team model to the Salisbury Sector, delivering Community Policing in line with the Control Strategy under a One Team approach to the local Community. I hope to do all this with your support.

Pete Sparrow

Salisbury Sector Inspector