Title: Neighbourhood Policing Abstraction Policy

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Compliance and Audit Table

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How will the impact of this policy be audited? |

Who will be SMT member responsible for the audit of this policy?  Mike Hills
1. Neighbourhood Policing Abstraction Policy

2. Policy Statement

The overarching principle of this policy is to ensure that those members of staff working within the Neighbourhood Policing Teams (NPTs) are abstracted from their neighbourhoods as little as possible, in line with the aims of the national and local Policing Pledges.

Postings to Neighbourhood Policing Teams

Neighbourhood Policing Teams are a long-term measure and therefore the staff making up those teams should be posted on that basis, to ensure continuity of service. Staff turnover on the Neighbourhood Policing Teams should be minimised, and there is an expectation that officers will remain on Neighbourhood Policing Teams for a minimum of 2 years.

A skills matrix must be employed when posting members of staff to each NPT to ensure an equal distribution of those with secondary specialisms (e.g. PSU), which will be managed divisionally. It will then be the NPT Sergeant’s responsibility to manage abstractions of those members of staff with specialisms at a local level.

Annual Leave

Annual leave will be proactively managed, according to the levels set by the Divisional Policy.

Abstractions

Abstractions from NPTs will be captured via the Duty Management System, and this information monitored at Force-level performance meetings.

It will be a critical responsibility of neighbourhood supervisors to monitor abstractions in liaison with the Divisional Staff Office who are responsible for pre-planned abstractions.

Cambridgeshire Constabulary aims to ensure that officers on the Neighbourhood Policing Teams are not taken away from neighbourhood business more than is absolutely necessary. Neighbourhood officers should spend at least 80% of their time visibly working in their neighbourhoods, dealing with issues that matter to local residents.

Visibility means working in the team. This includes working on problem solving, briefings, and for operational reasons could include proactive work in plain clothes to problem solve an agreed local priority. The emphasis is about working for the area and not being abstracted away for other duties.

The priority of covering the reactive function on neighbourhoods, will be established and managed on a divisional basis and in line with divisional patrol plans.

3. Qualifying Conditions

It should not be assumed that printed copies of this policy document are current; please refer to the policy database for the most recent definitive version.
This policy provides a framework of guidance to all Constabulary personnel and its application has been assessed by the author as being appropriate in most anticipated situations; where in, exceptional circumstances, it is deemed necessary to override the policy, members of staff may be asked to discuss their actions and to make recommendations to the author for appropriate changes to be made to the policy.”

4. Scope

This policy relates to the abstraction of Police Constables, Police Sergeants and Police Community Support Officers working within Neighbourhood Policing Teams. It does not apply to Sector Inspectors, or to other Cambridgeshire Constabulary officers, staff, members of the Special Constabulary, or volunteers.

5. Aim

The aim of this policy is to ensure that those members of staff working within the Neighbourhood Policing Teams (NPTs) suffer the minimum number of abstractions away from their neighbourhoods as is possible, in line with the aims of the national and local Policing Pledges.

6. Accountabilities

The Safer Communities Directorate is responsible for the writing and update of the Neighbourhood Policing Abstractions Policy.

The Head of the Safer Communities Directorate is the Force Executive Board Owner of the Neighbourhood Policing Abstraction Policy.

7. Motivation

The embedding and ongoing development of Neighbourhood Policing aims to deliver the right people, at the right places, in the right numbers, in order to create neighbourhoods that are safe and feel safe. In order that we achieve this in Cambridgeshire we must ensure that those members of staff working within the Neighbourhood Policing Teams (NPTs) suffer the minimum number of abstractions away from their neighbourhoods as is possible, in line with the aims of the national and local Policing Pledges.

It must be remembered that Neighbourhood Policing Teams are not an initiative or operation but part of the mainstream service that the Cambridgeshire Constabulary provides.

The effective management of abstractions will assist in the successful implementation of the Neighbourhood Policing Teams by providing a continuity of service to the community, and thereby allowing effective problem solving to take place. It will also serve to increase job satisfaction for staff and ensure that those with the skills required to work within the Neighbourhood Policing Teams are retained on a longer term basis.

Most importantly public confidence in policing should increase in direct proportion to the degree of adherence to this policy and the commitment to ‘local policing and local knowledge’. 
8. Definitions

An abstraction can be defined as where a member of a Neighbourhood Policing Team is required to work somewhere other than their allocated neighbourhood or team area for any part of their tour of duty (not including overtime).

An abstraction would include:

- Critical Incidents away from the officer’s neighbourhood
- Training for specialist roles (e.g. PSU and Search Training)
- Specialist duties (e.g. PSU and Search)
- Planned or spontaneous redeployment to cover absences away from their neighbourhood (e.g. night patrols, or on an area or patrol that is a larger area then just their neighbourhood)
- Secondary duties away from the neighbourhood (e.g. hospital bed watches or scene seals)
- The movement of staff to cover pre-planned major events away from their neighbourhood (e.g. major sporting events)

An abstraction would not include:

- Compulsory training (e.g. UDT)
- Training required for the role or for personal development (e.g. PNC, first aid or problem solving courses)
- Short term abstraction during a tour of duty (e.g. a search in custody or an urgent assistance call)
- Short term absence due to sickness
- Annual Leave or Discretionary Leave
- Attendance at Court
- Medium/Long Term absence for Sickness (over 7 days)
- Long Term absence for Maternity Leave

If neighbourhood staff are allocated a full tour of duty to undertake reactive duties on their neighbourhood, this is not an abstraction. The approved Force document, Terms of Reference for NHP Teams on Force Incident Response and Investigation, Version 6, gives further guidance on balancing such workloads whilst also impacting on core neighbourhood policing activity.

Abstractions of neighbourhood officers will be recorded in line with the Neighbourhood Policing Duties and Abstractions Recording Procedure.

9. Associated Procedures

Terms of Reference for NHP Teams on Force Incident Response and Investigation, Version 6

Neighbourhood Policing Duties and Abstractions Recording Procedure, Version 1

10. Related Documents

Practice Advice on Professionalising the Business of Neighbourhood Policing, ACPO, April 2006
The Casey Review, Engaging Communities in Fighting Crime
Sir Ronnie Flanagan’s Review of Policing – Interim and Final Reports
Policing Green Paper, *From the Neighbourhood to the National – Policing Our Communities Together*
Areas for Improvement identified in the HMIC Inspection of Neighbourhood Policing in Cambridgeshire Constabulary, released in September 2008
NPIA PCSO Review, July 2008
QAT T3 Inspection of Neighbourhood Policing in Cambridgeshire Constabulary, Spring 2008

11. **Co-operation**

Cambridgeshire Constabulary does not require the co-operation of any outside agency to implement this policy guidance.

12. **Communication Plan**

This policy will be made available through the Camnet Policy Library. It will also be available on request in hard copy.

The marketing of the Neighbourhood Policing Abstraction Policy is the subject of a bespoke mini communication plan developed by the Internal Communications Officer within the Corporate Communications Directorate.

This policy will be marketed alongside other changes to policies, procedures and working practices taking place to ensure compliance with the aims and aspirations of the Policing Pledge.