

Neighbourhood Policing: A Police Force Typology

Supplementary charts

April 2017

Part of the Police Foundation's *Future of Neighbourhood Policing* project

<http://www.police-foundation.org.uk/the-future-of-neighbourhood-policing>

The charts presented in this pack supplement the Police Foundation's paper *Neighbourhood Policing: A Police Force Typology* – part of the *Future of Neighbourhood Policing* project.

The charts utilise published, secondary data to illustrate change and consistency in the way Neighbourhood Policing has been delivered by the 43 territorial police forces in England and Wales since 2008.

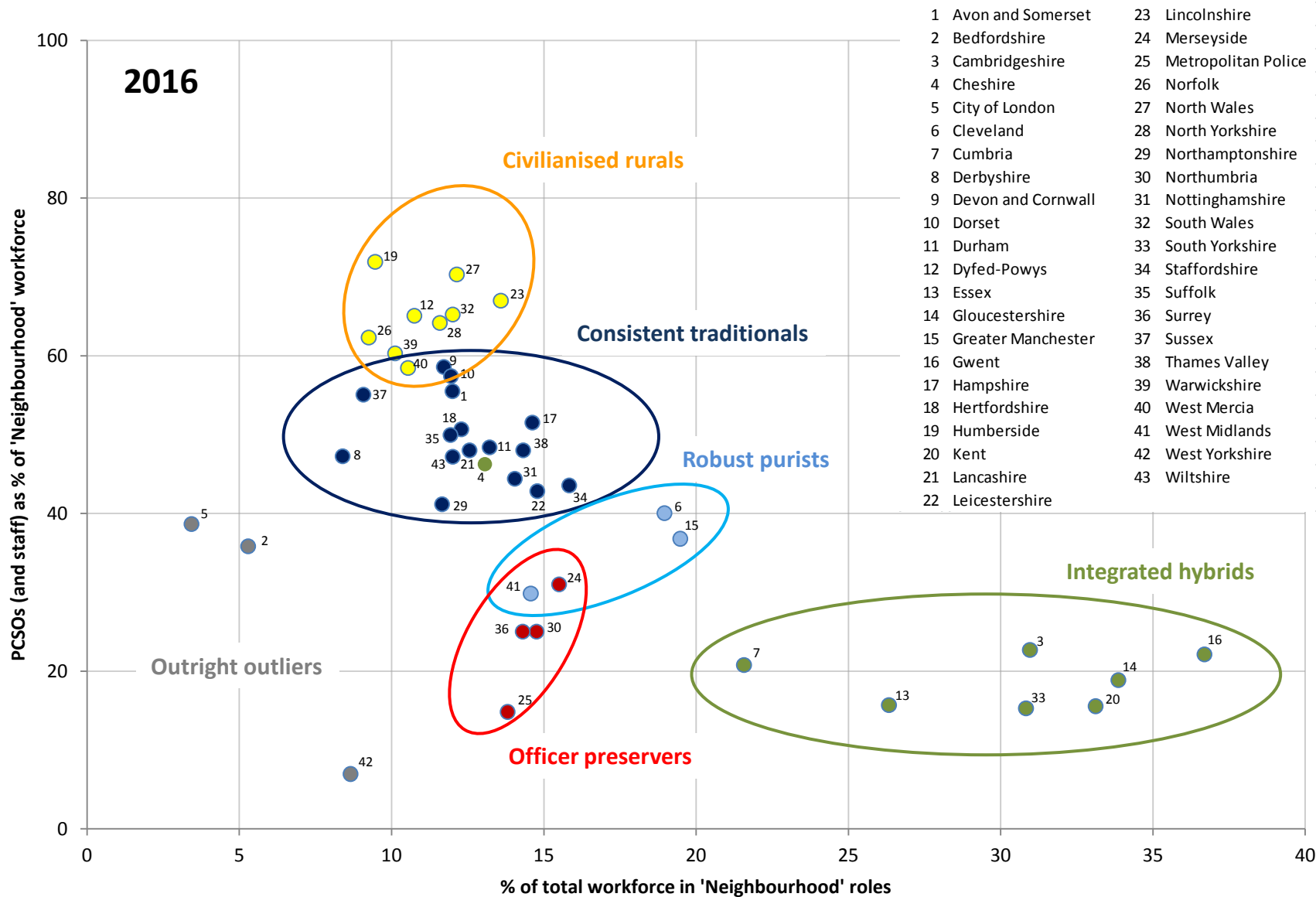
The analysis has been used to construct a 'typology', which groups and segments forces based on the apparent approaches and strategies taken over the period.

While it is acknowledged that these data are high-level, incomplete and subject to caveats, they also offer a useful framework for understanding patterns and trends in the delivery of Neighbourhood Policing during recent years.

This pack contains:

- The typology overview (slide 3).
- An guide to interpreting the four types of chart presented in the pack (slides 4-7).
- A set of charts for each of the 43 territorial police forces in England and Wales, arranged alphabetically (slides 8-50).
- Notes on the data sources and methods used to compile the charts (slides 51-52).

A working typology of 'Neighbourhood Policing' in England and Wales



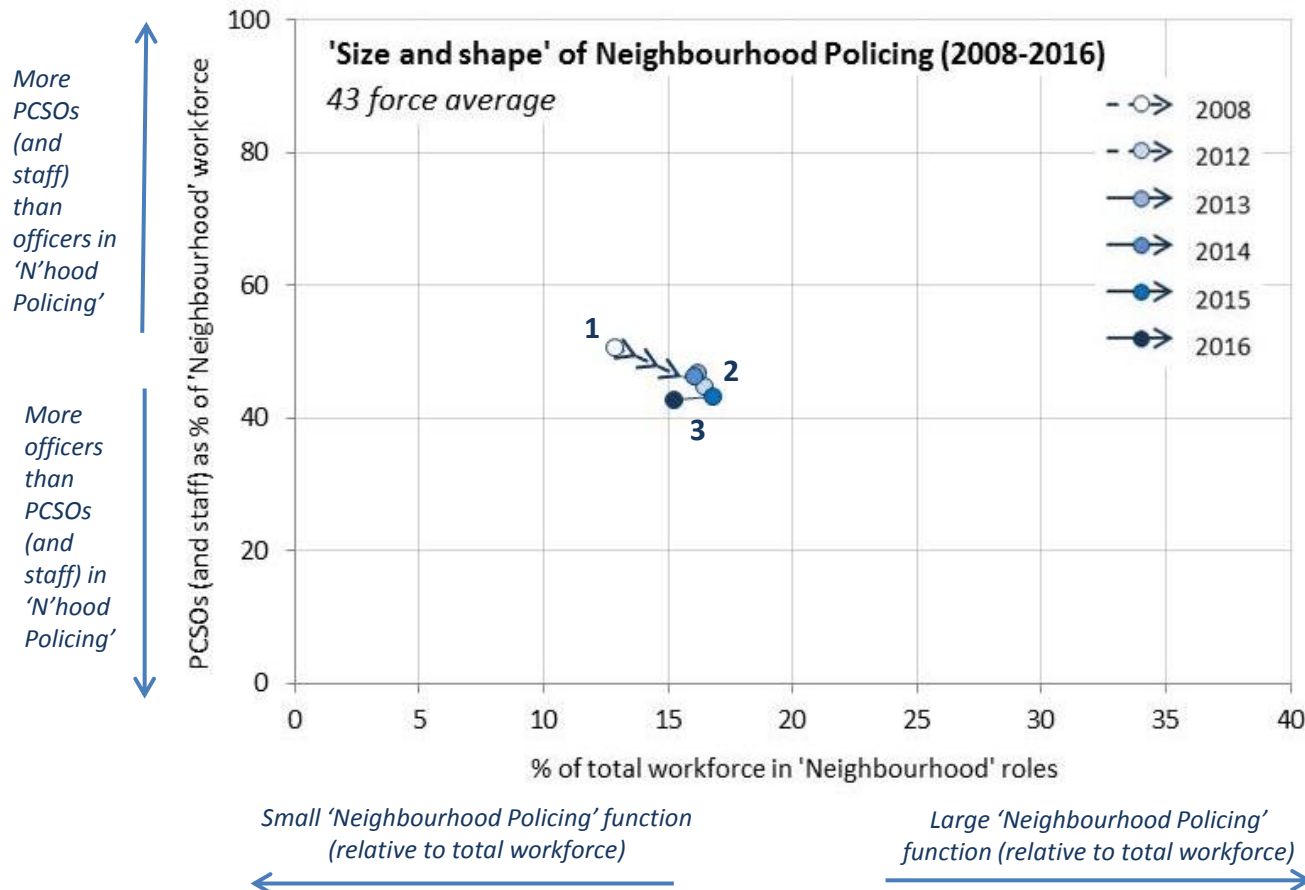
See main paper for detailed description of typology.

User guide: 'Size and shape' charts

For each force these charts illustrate:

- **X axis:** the 'size' of the 'Neighbourhood Policing' function as a proportion (%) of total workforce (officers, PCSOs and police staff combined);
- **Y axis:** the 'shape' (or composition) of the 'Neighbourhood Policing' workforce, in terms of the mix of officers and non-officers (PCSOs and other staff).

Each chart presents data for 2008 and each year from 2012 to 2016 – with the chronology illustrated by the shading of the points (darker blue = more recent) and by arrow heads where helpful.



The example chart shows the 43 force average position in each year, it reveals that:

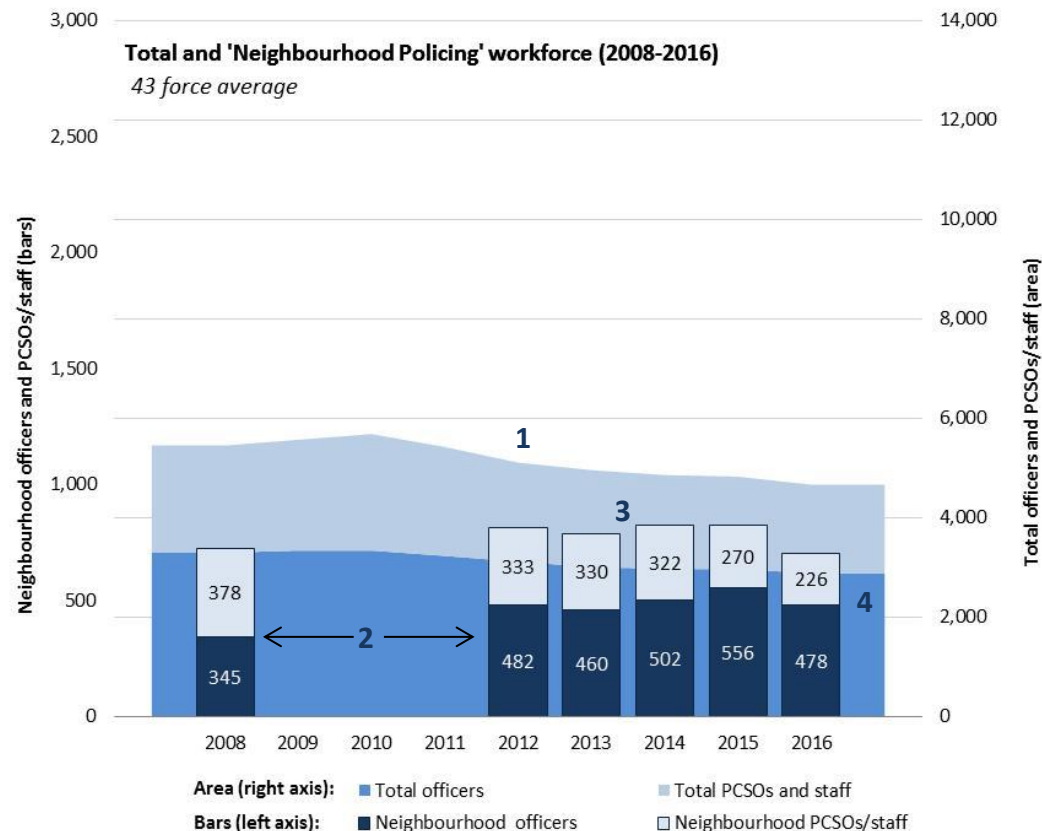
- (1) On average, in **2008** forces allocated **13% of workforce** to 'Neighbourhood Policing' and maintained a **one to one ratio** of officers to non-officers within 'Neighbourhood' teams.
- (2) By **2012** the average proportion of workforce in 'Neighbourhood' roles had **grown to 16%**, with the average composition changing to include proportionally **more officers and fewer PCSOs** (and other staff).
- (3) This remained relatively consistent until **2016** when the average proportion of workforce in 'Neighbourhood' roles **reduced slightly**.

User guide: Total and 'Neighbourhood' workforce charts

These charts use the same data as the 'size and shape' charts but show the annual counts (rather than proportions) of:

- **Stacked area chart, right axis:** total officers and PCSOs/staff employed by the force in each year;
- **Stacked bar chart, left axis:** officers and PCSOs/staff in 'Neighbourhood Policing' roles in 2008 and each year between 2012 and 2016.

They indicate the degree to which changes in the 'Neighbourhood' workforce mirror changes in the wider workforce.



The example chart shows the average workforce size for the 43 forces, it reveals that:

- (1) The average force **workforce reduced steadily in size from 2010**, with the reduction greater among PCSOs and staff than officers.
- (2) Between **2008 and 2012 the average number of officers in 'Neighbourhood' roles increased** while PCSOs/staff numbers reduced.
- (3) Between 2012 and 2015, while the total workforce was contracting, average **'Neighbourhood Policing' staffing remained fairly consistent**, although average officer numbers increased while PCSOs (and staff) reduced.
- (4) Both groups **reduced in number in 2016**.

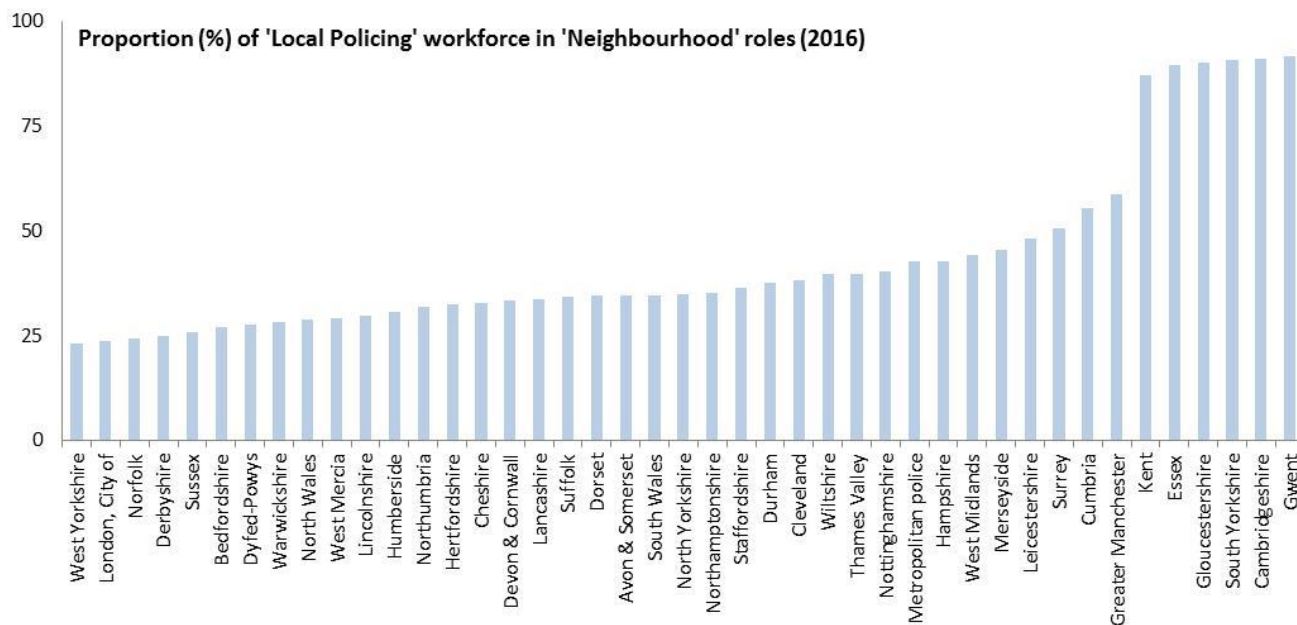
With the exception of the MPS, all forces are presented on the same axis scales.

User guide: 'Local Policing' composition charts

The 'Local Policing' workforce includes 'Neighbourhood Policing', 'Incident (Response) Management' and small numbers in 'Specialist Community Liaison' and 'Local Command Team' posts.

These charts show the proportion (%) of the 'Local Policing' workforce allocated to 'Neighbourhood Policing' by each force in 2016.

They provide an indication of the *functions* that 'Neighbourhood Policing' officers and PCSOs/staff perform in different forces, for example, where 'Neighbourhood Policing' personnel make up a large majority of the 'Local Policing' workforce it is likely that those officers and staff take on some or all 'Incident (Response) Management' duties.

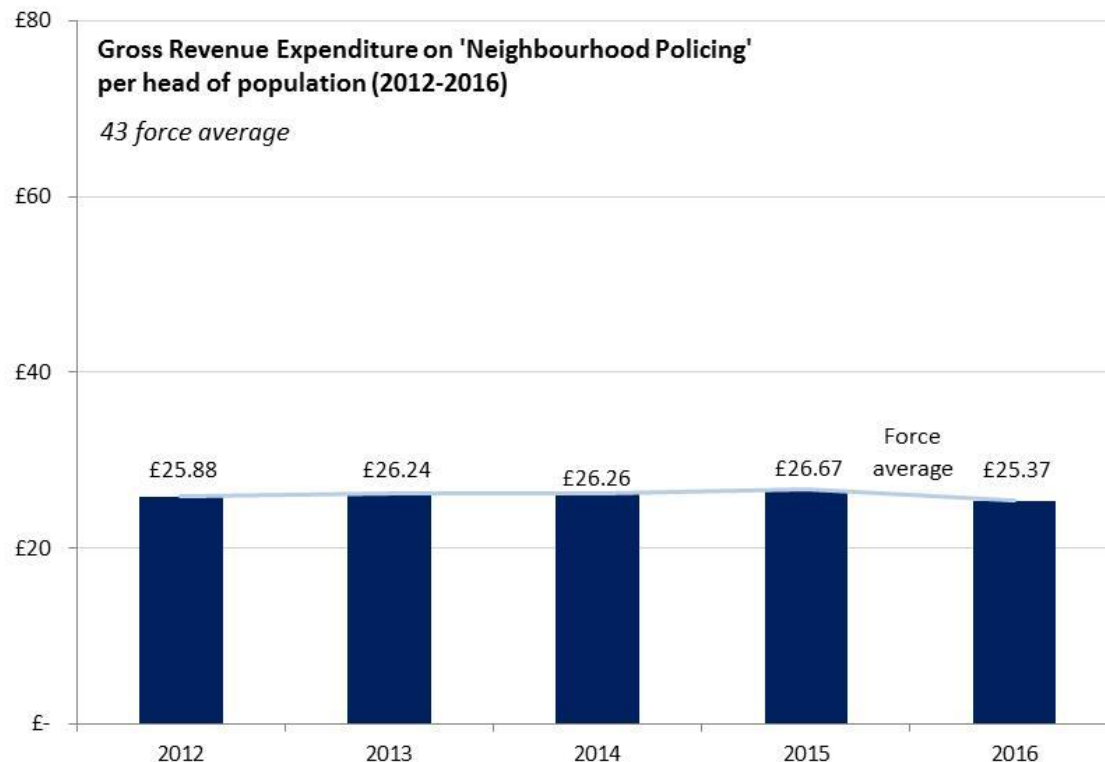


Each force is highlighted and its proportion reported on the relevant force slide.

User guide: *Gross Revenue Expenditure charts*

These charts show the annual Gross Revenue Expenditure (GRE) of each force on 'Neighbourhood Policing' between 2012 and 2016.

Data is sourced from published Police Objective Analysis (POA) information and is shown per head of force-area population. Small adjustments have been made for inflation (see notes on slide 52).

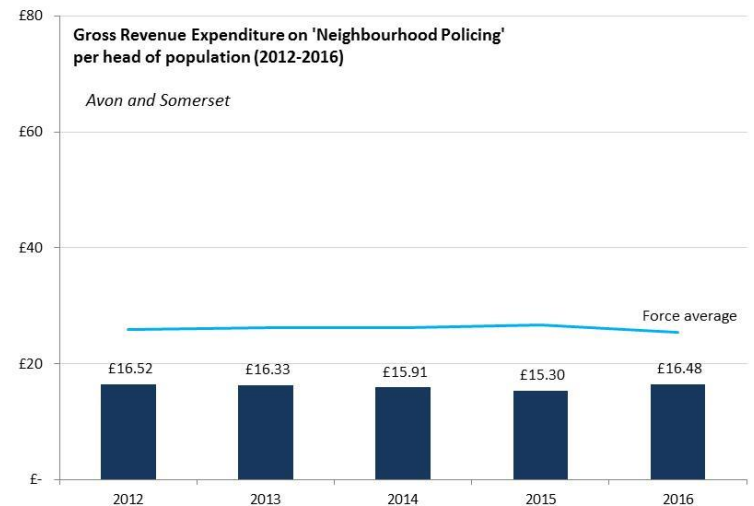
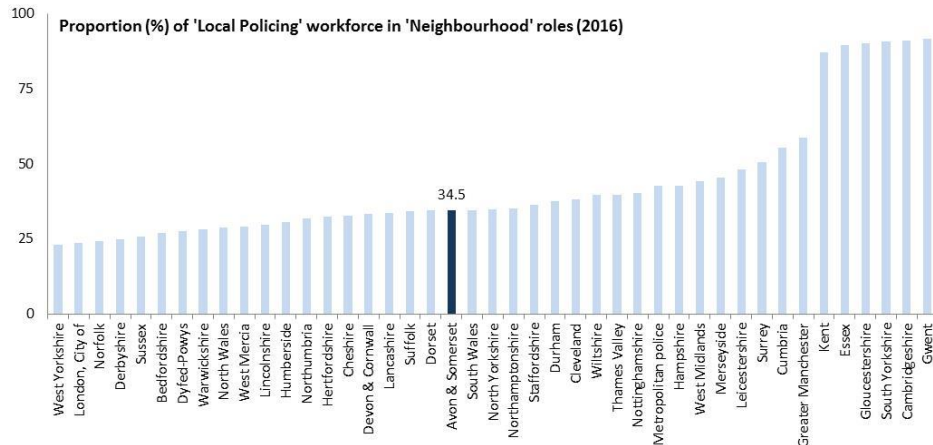
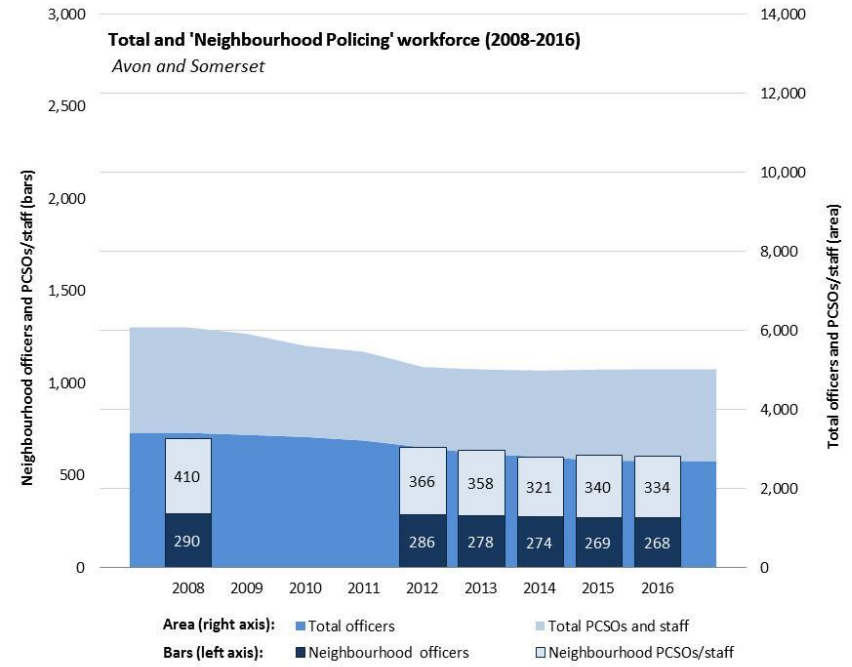
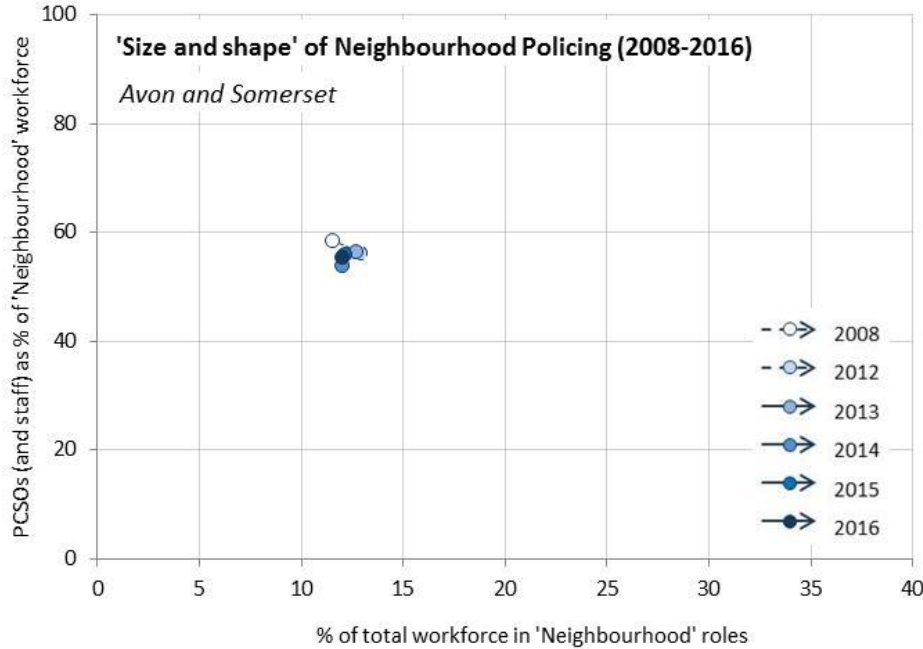


The average force expenditure on 'Neighbourhood Policing' remained relatively consistent - between £25.37 and £26.67 per head of population – between 2012 and 2016.

Force charts show considerable variation between forces and over time, which in part reflects variations in the functions and activities performed by 'Neighbourhood Policing'.

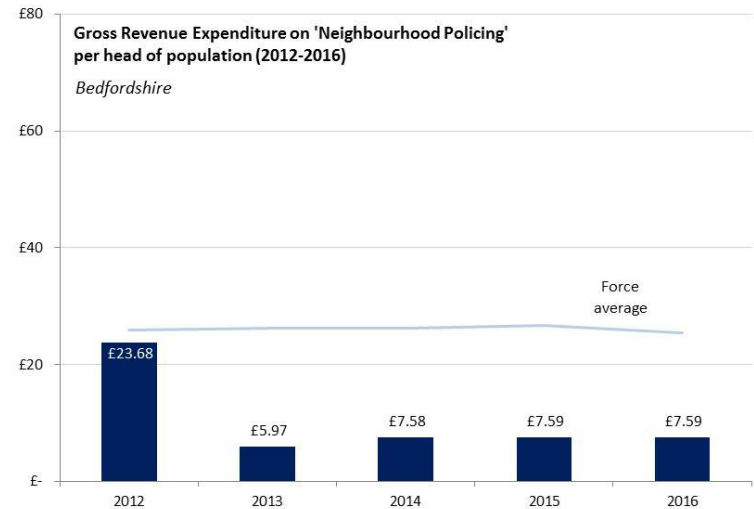
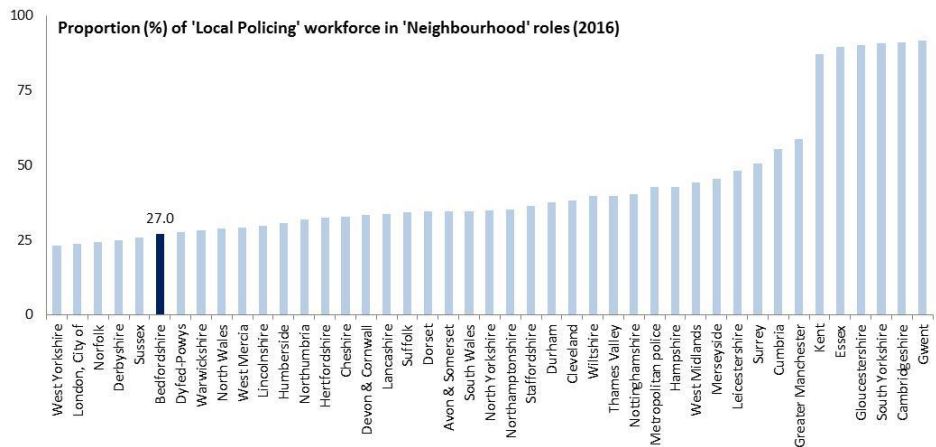
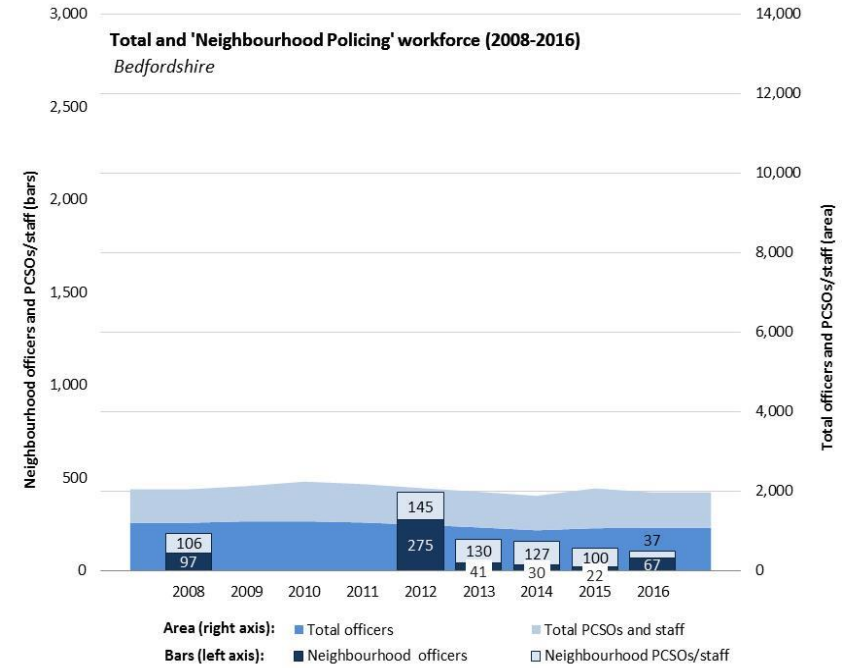
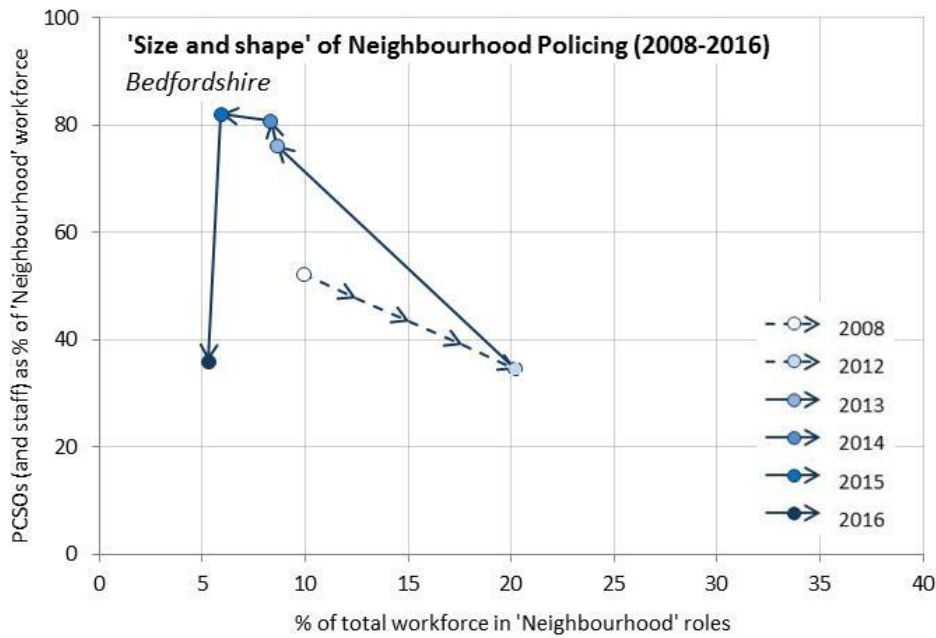
Avon and Somerset

Type: *Consistent traditional*



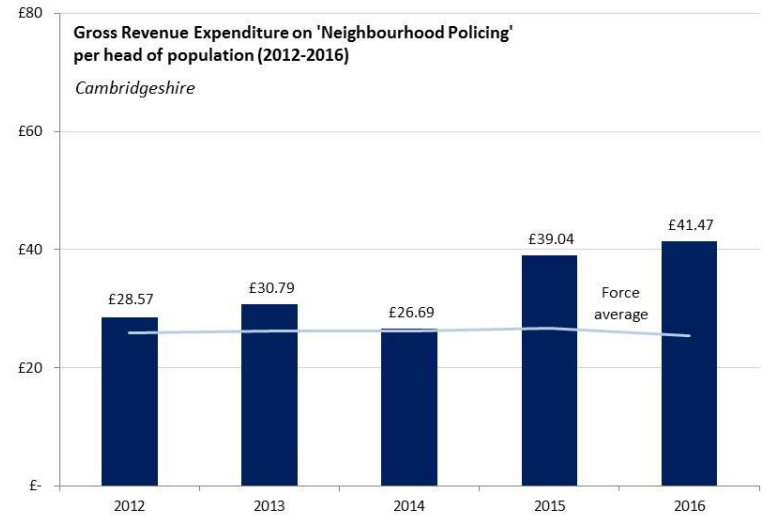
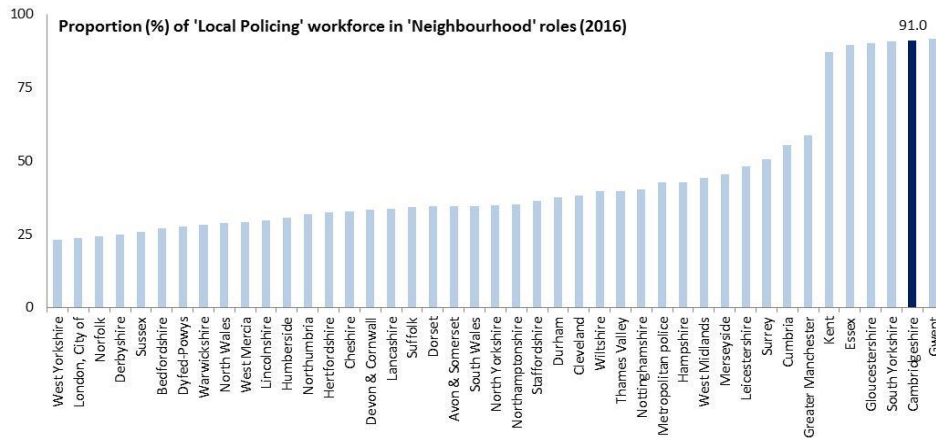
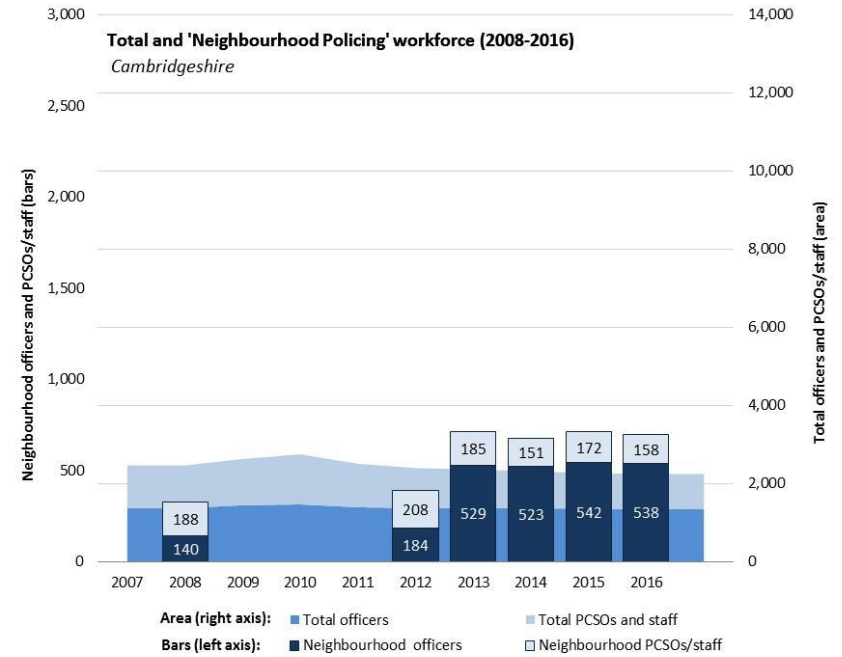
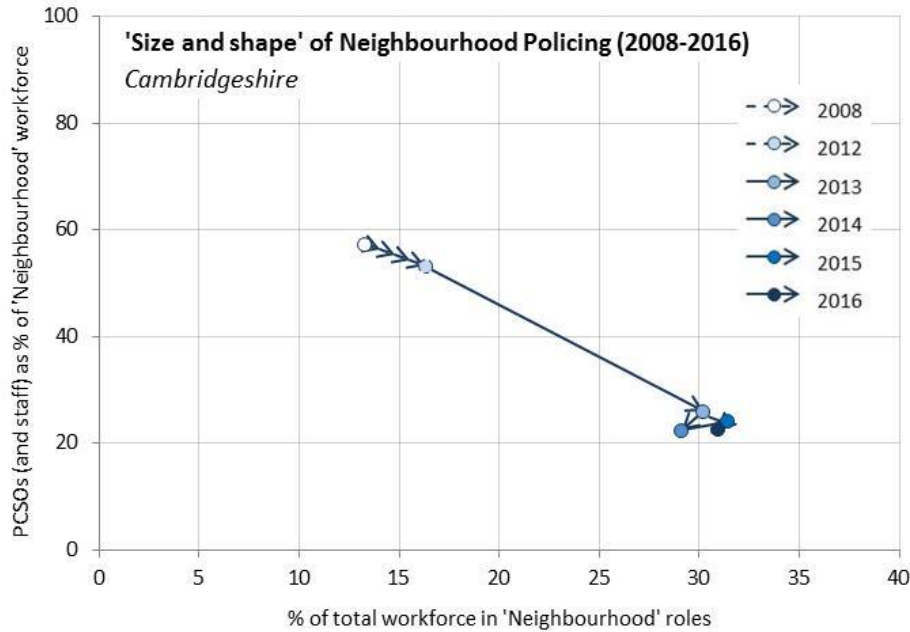
Bedfordshire

Type: *Outright outlier*

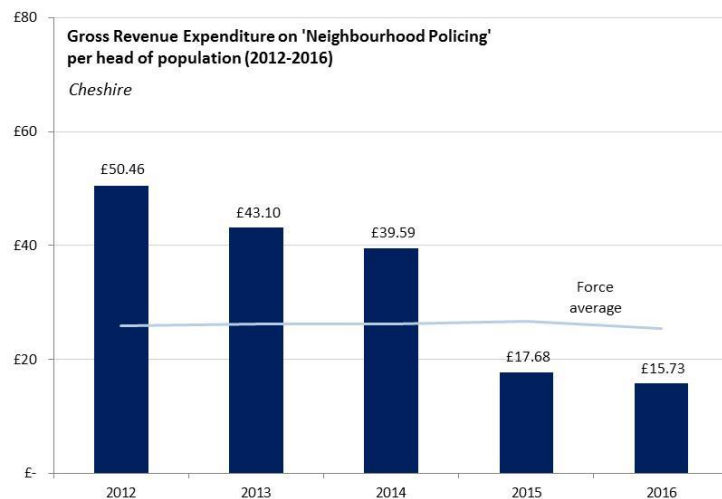
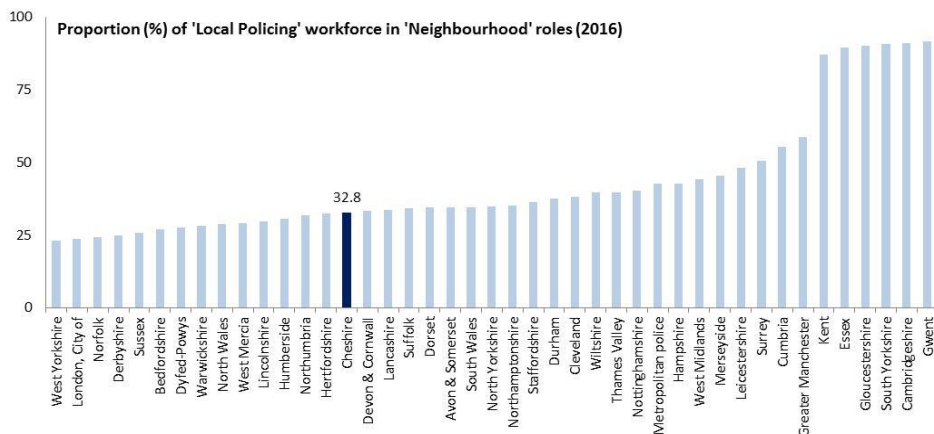
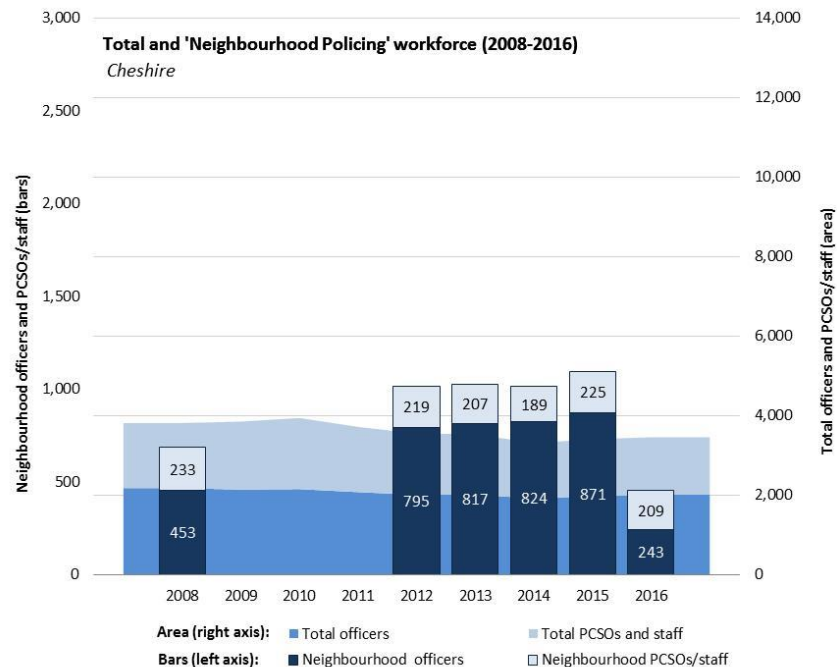
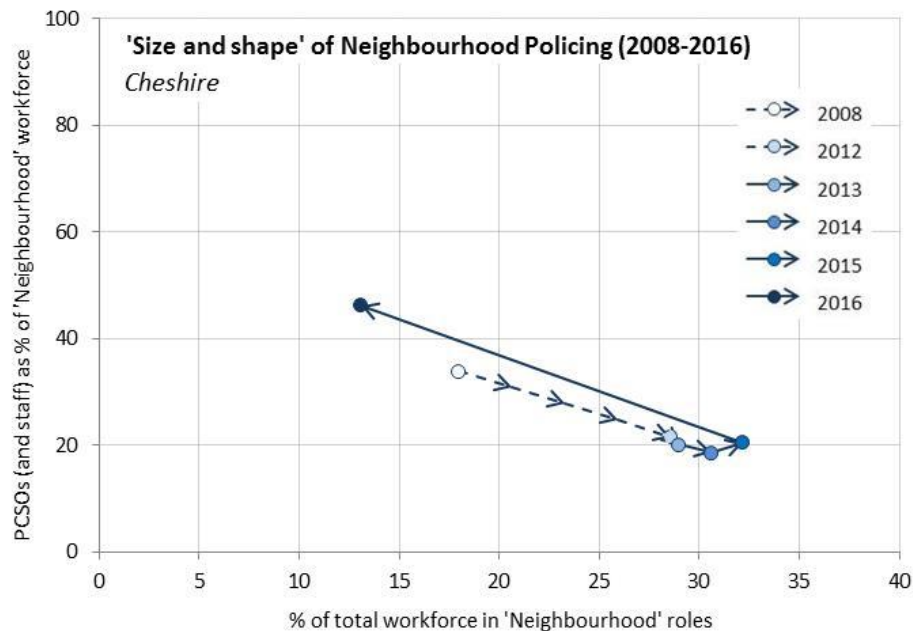


Cambridgeshire

Type: *Integrated hybrid*

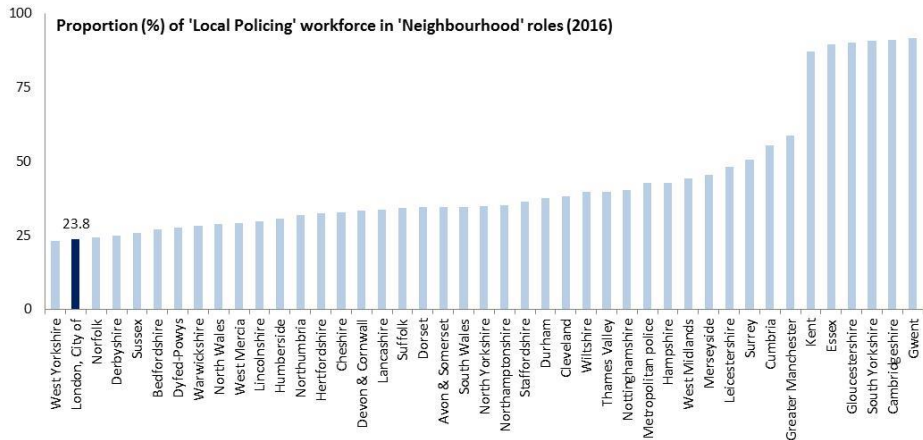
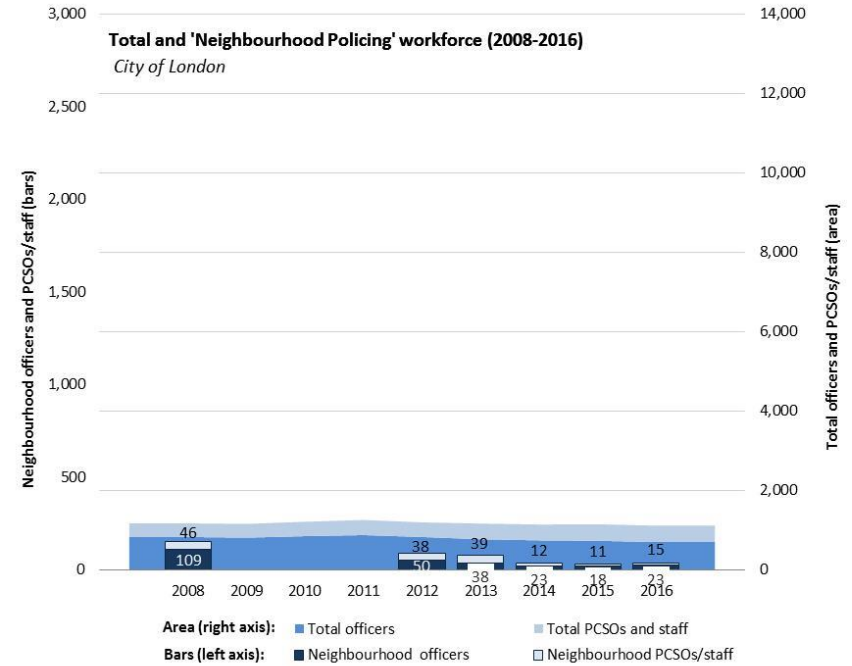
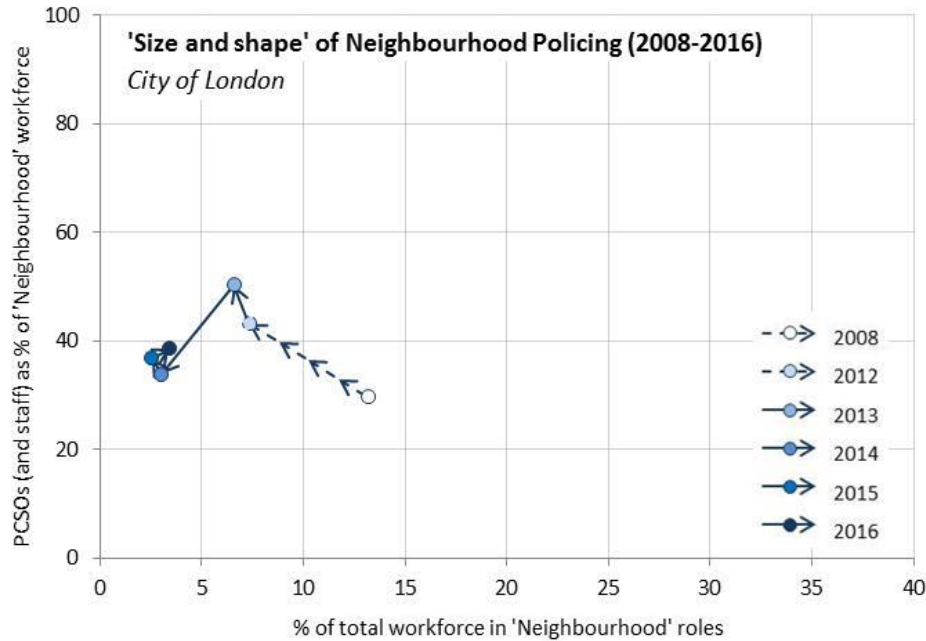


Type: *Integrated hybrid*



City of London

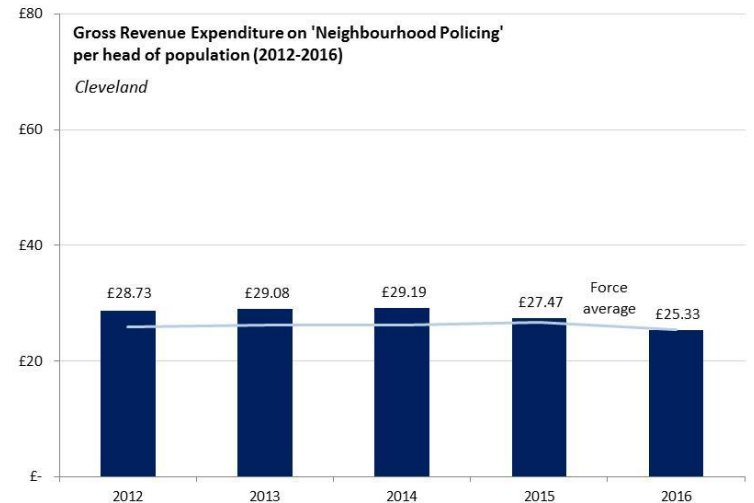
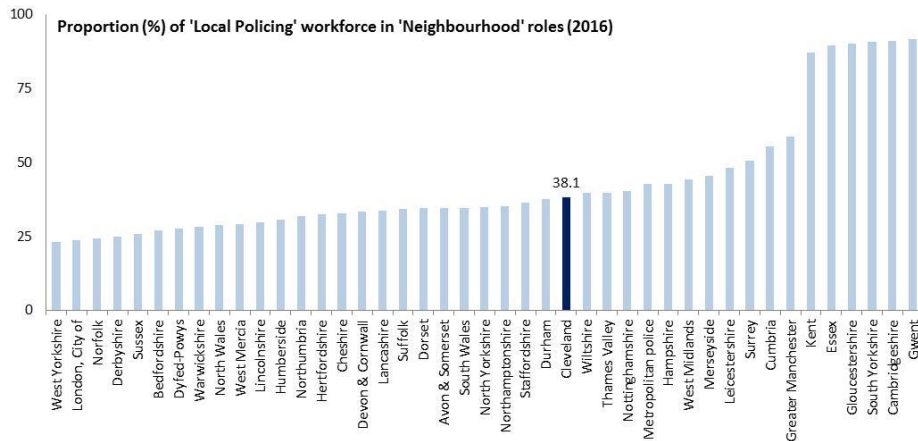
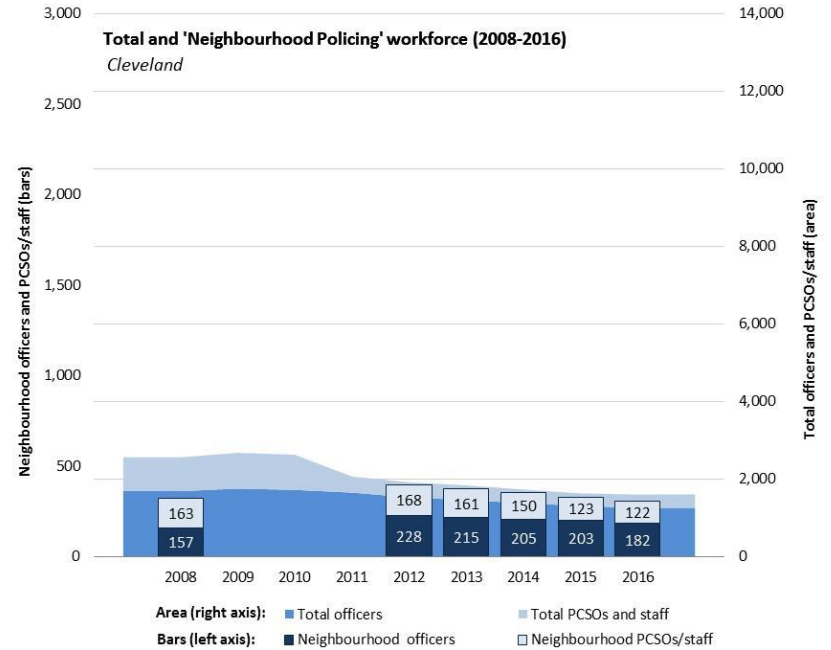
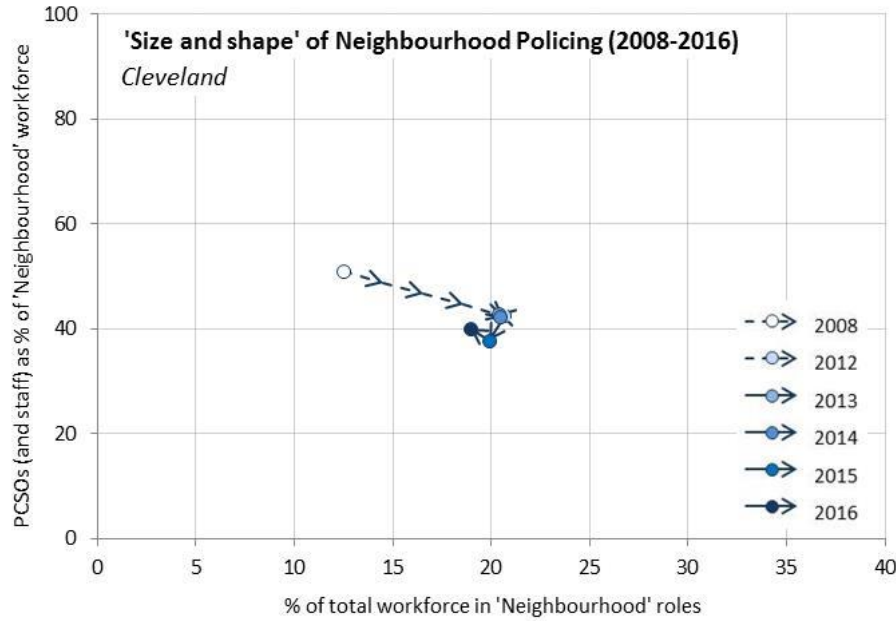
Type: *Outright outlier*



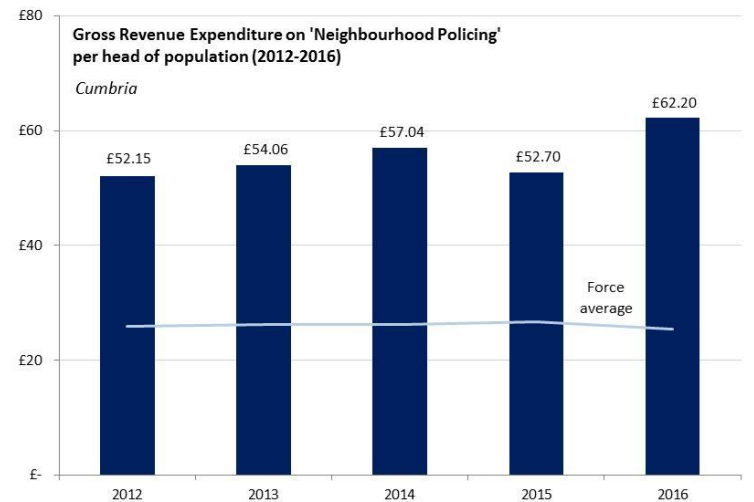
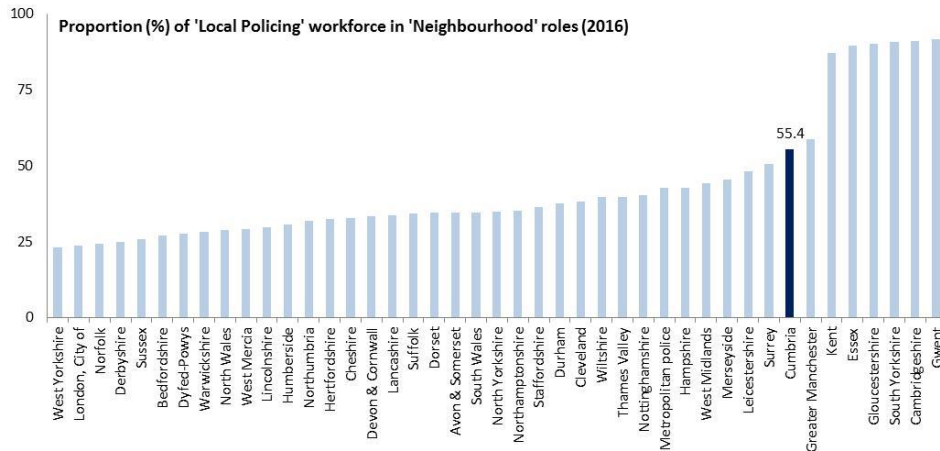
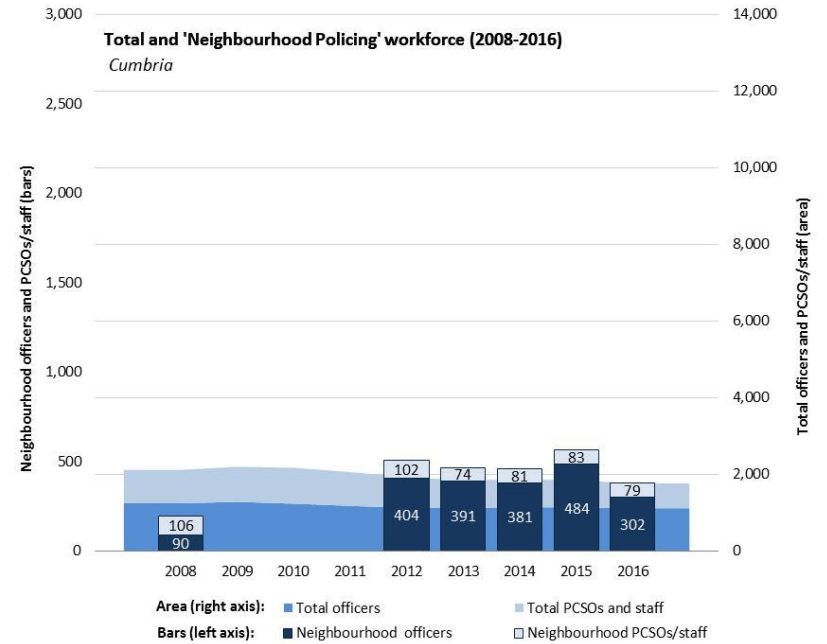
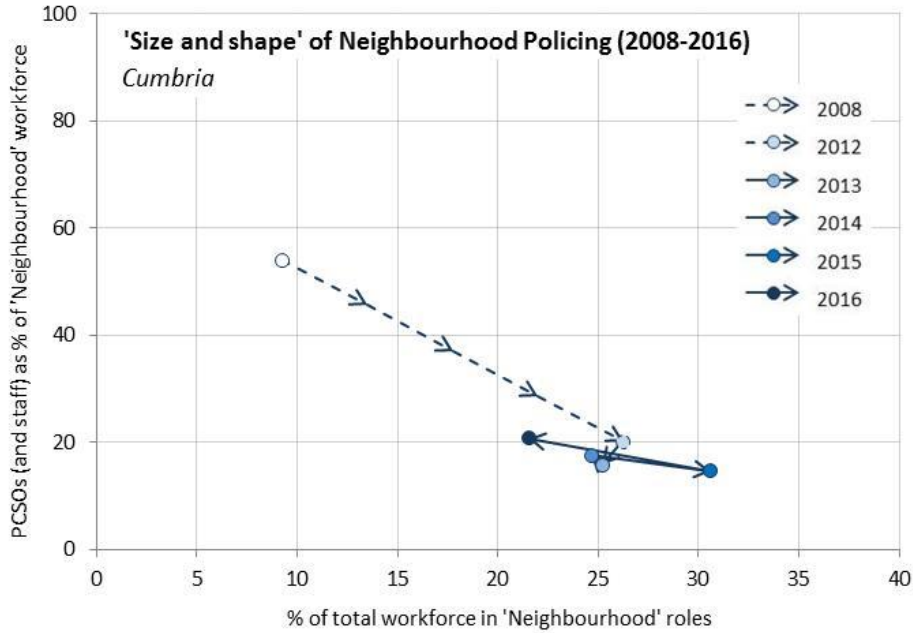
Gross Revenue Expenditure chart is omitted as comparable population data is not available for the City of London.

Cleveland

Type: Robust purist

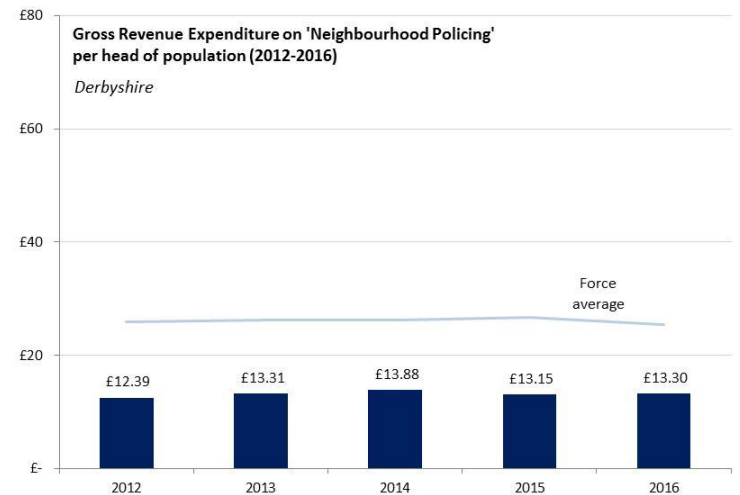
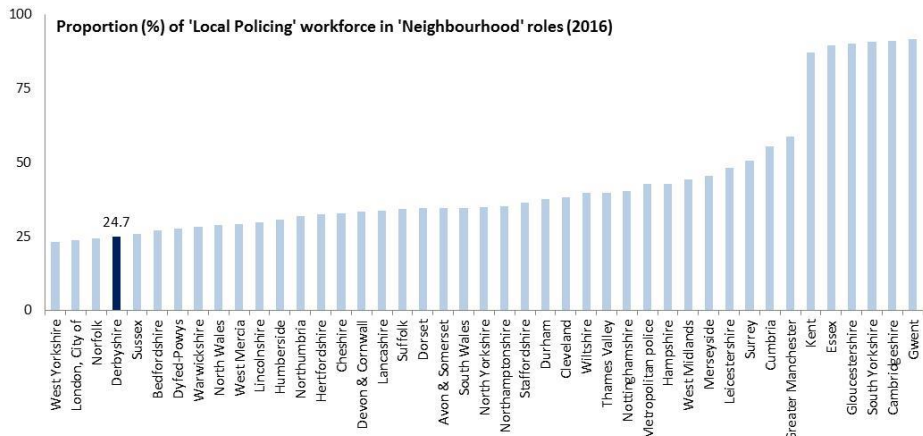
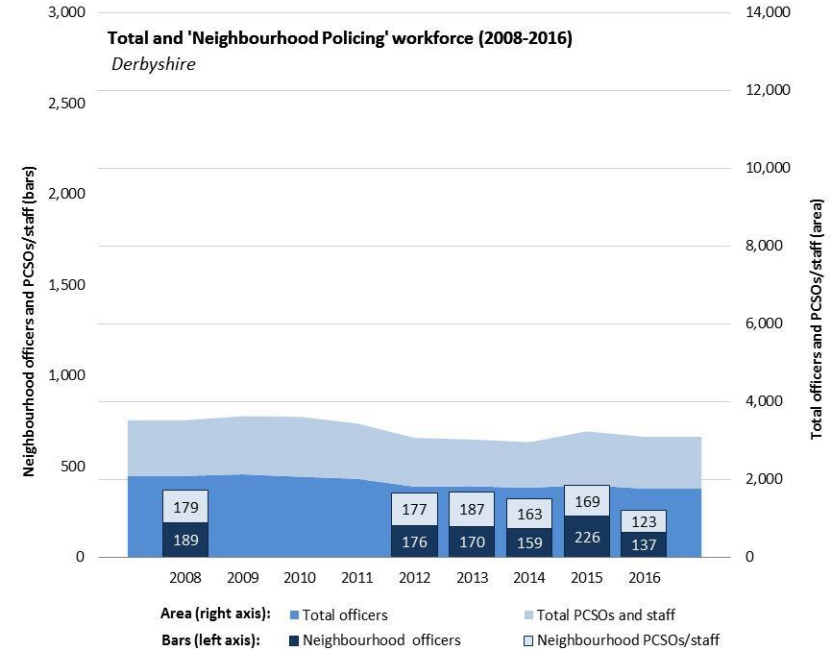
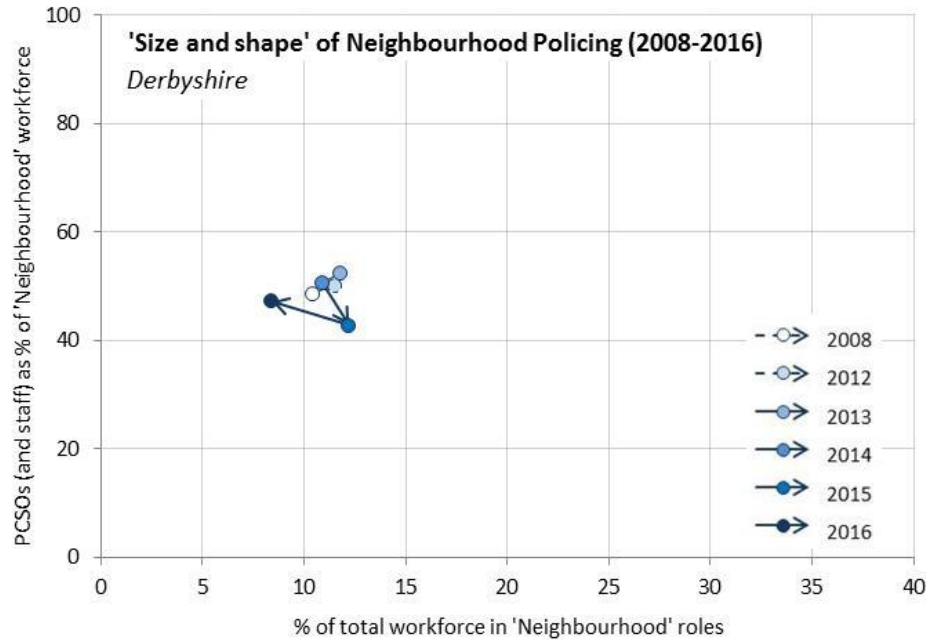


Type: *Integrated hybrid*



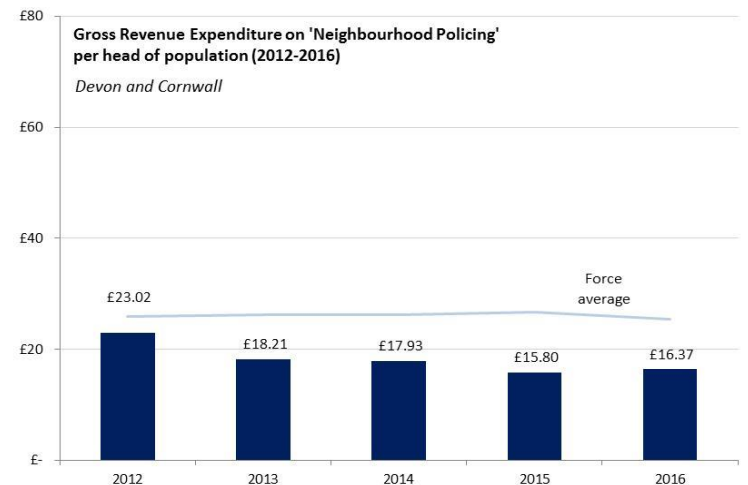
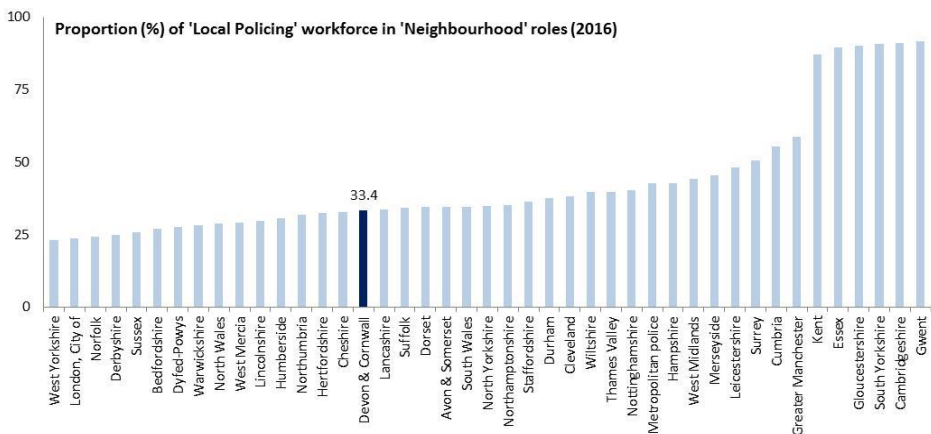
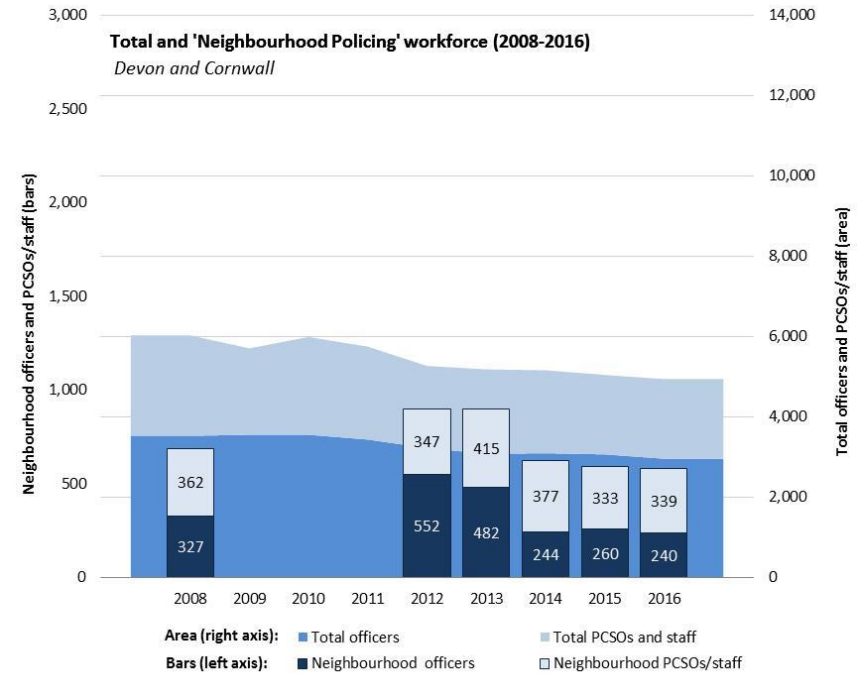
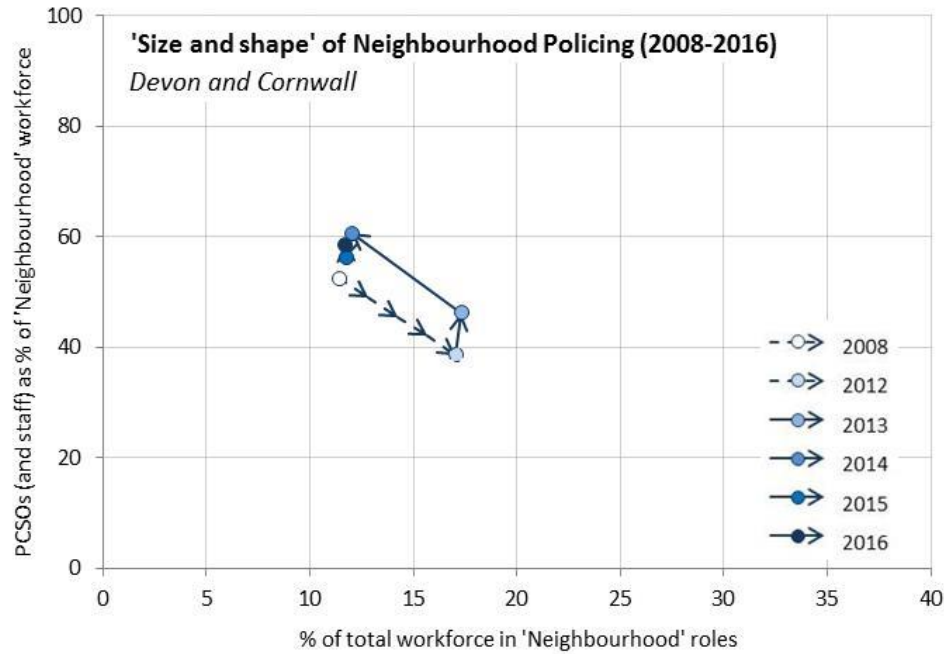
Derbyshire

Type: Consistent traditional

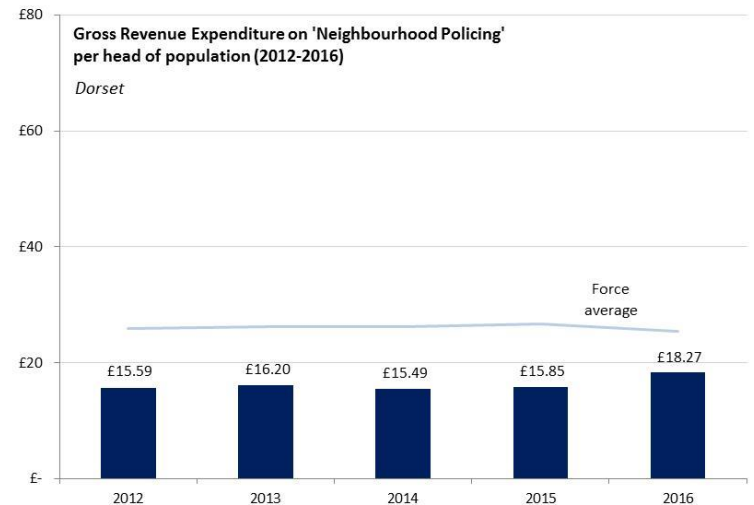
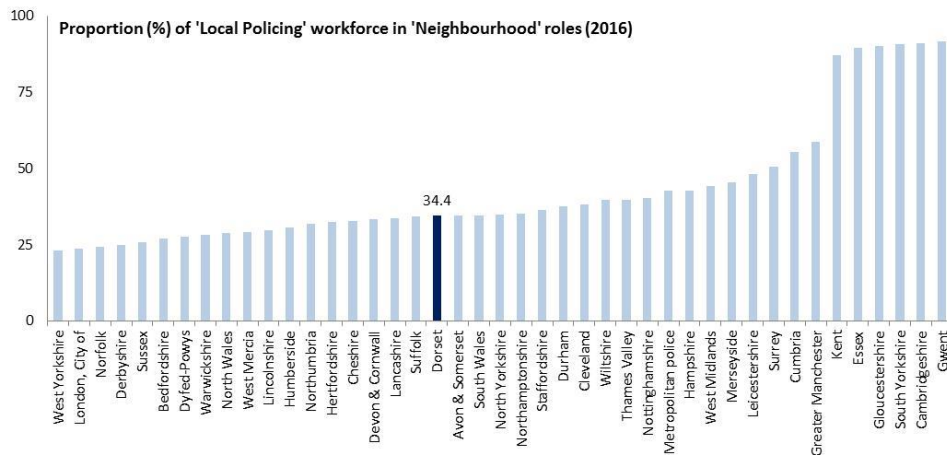
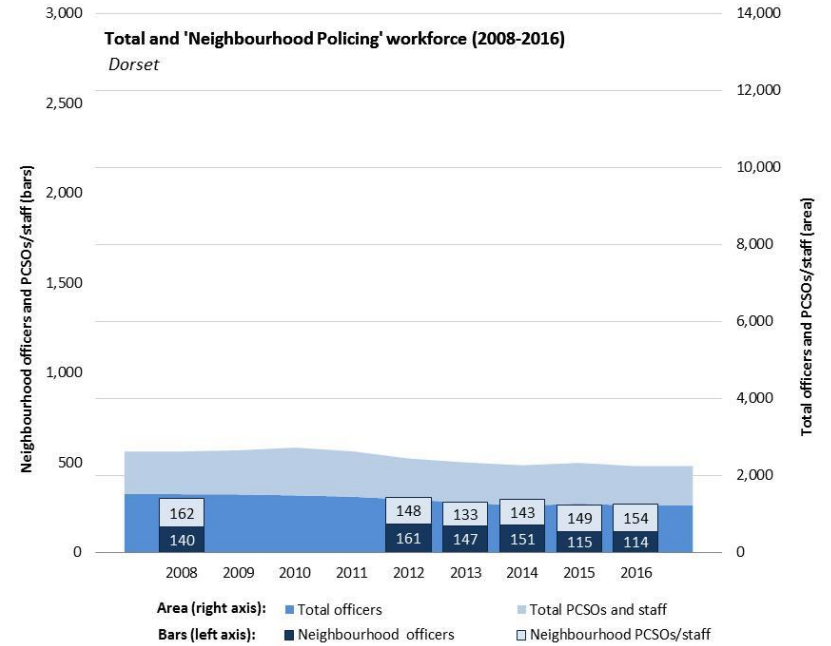
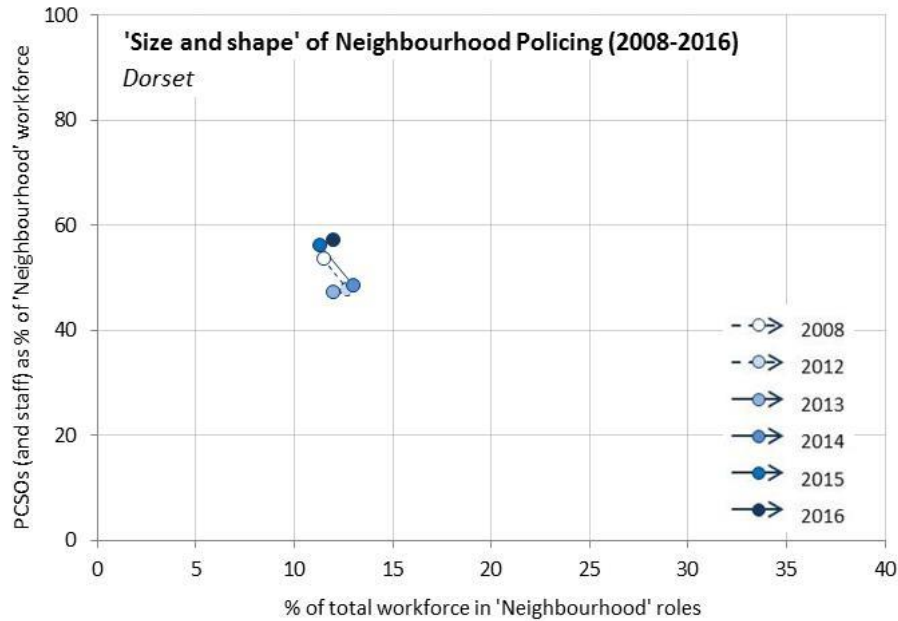


Devon and Cornwall

Type: *Consistent traditional*

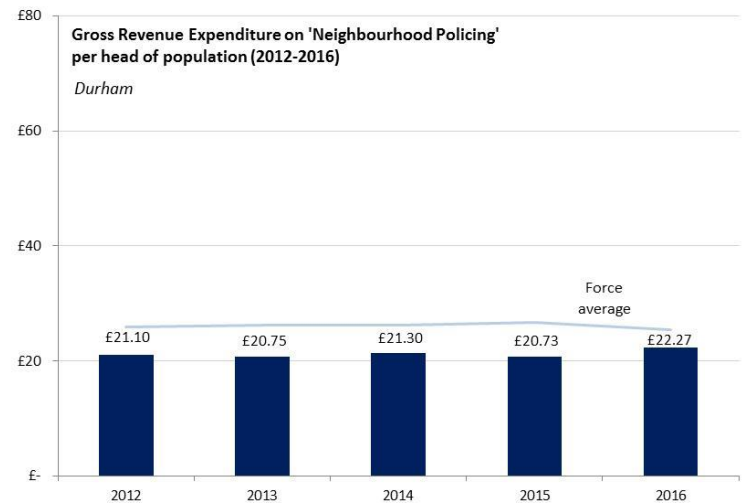
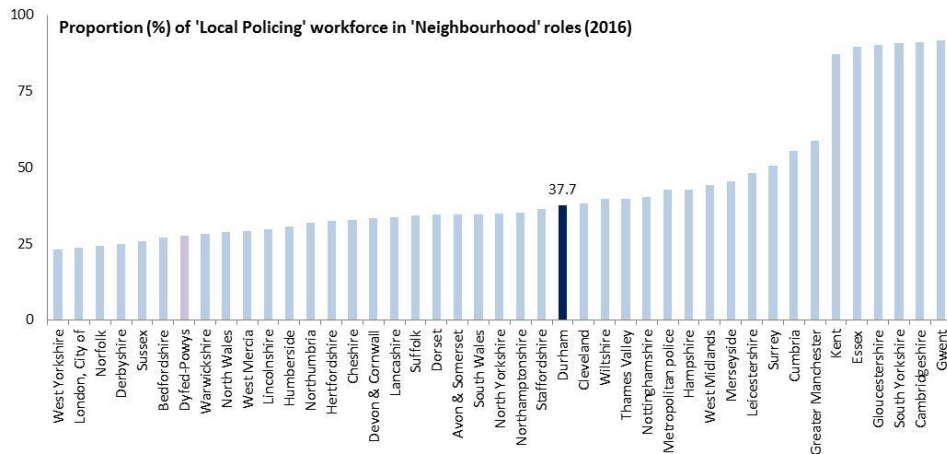
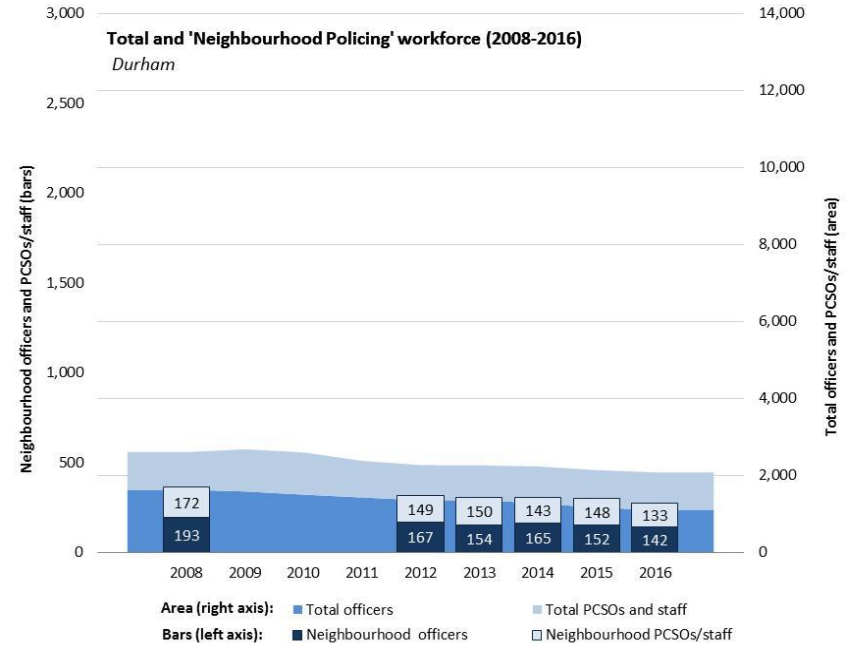
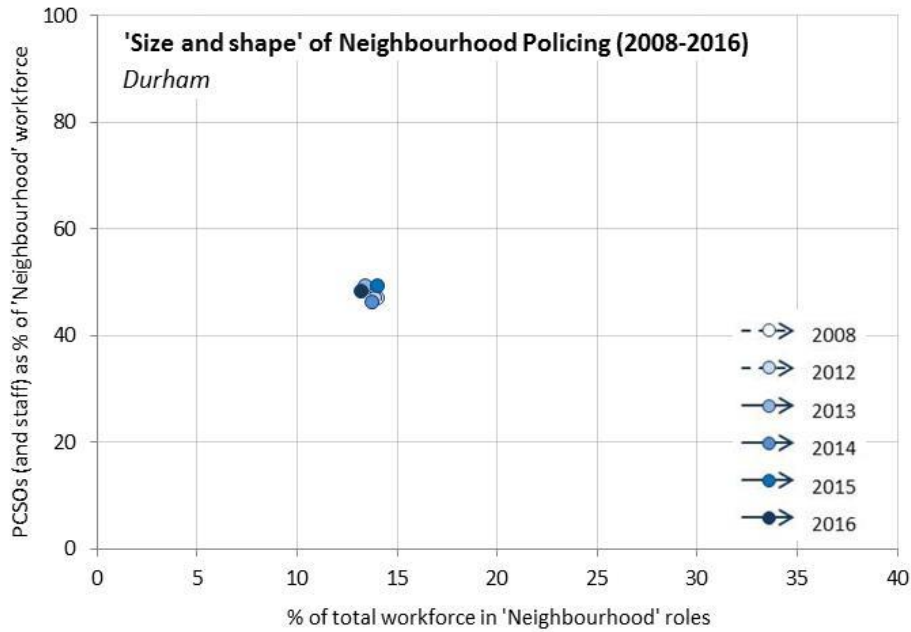


Type: Consistent traditional



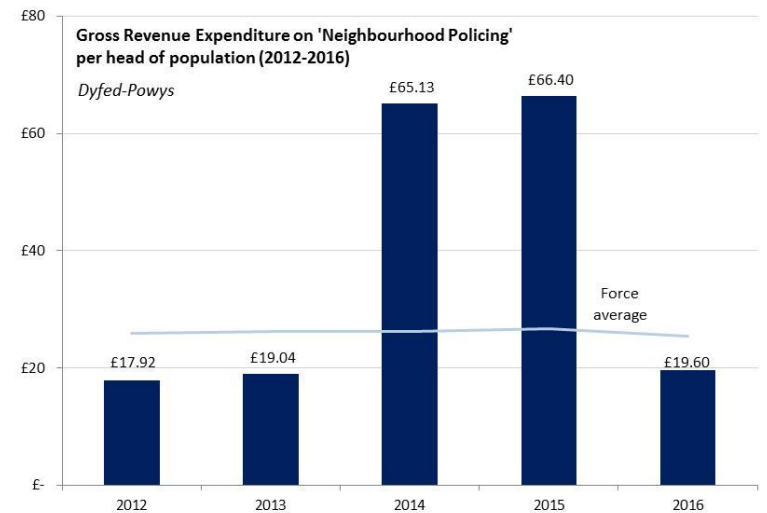
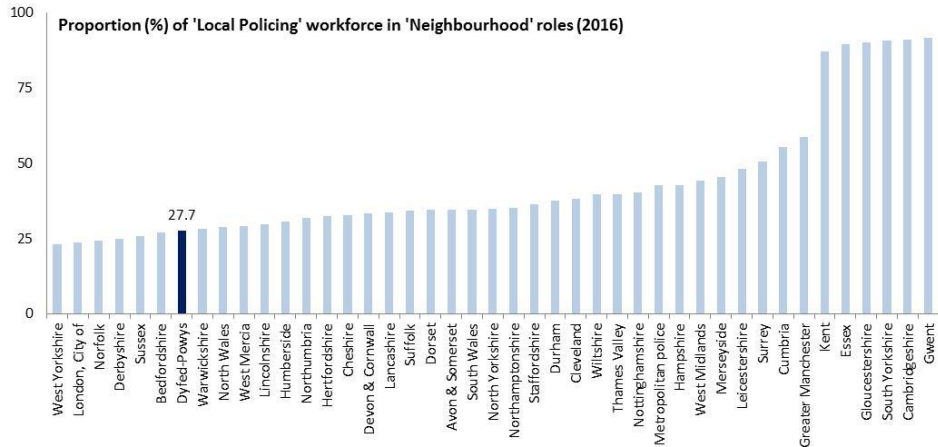
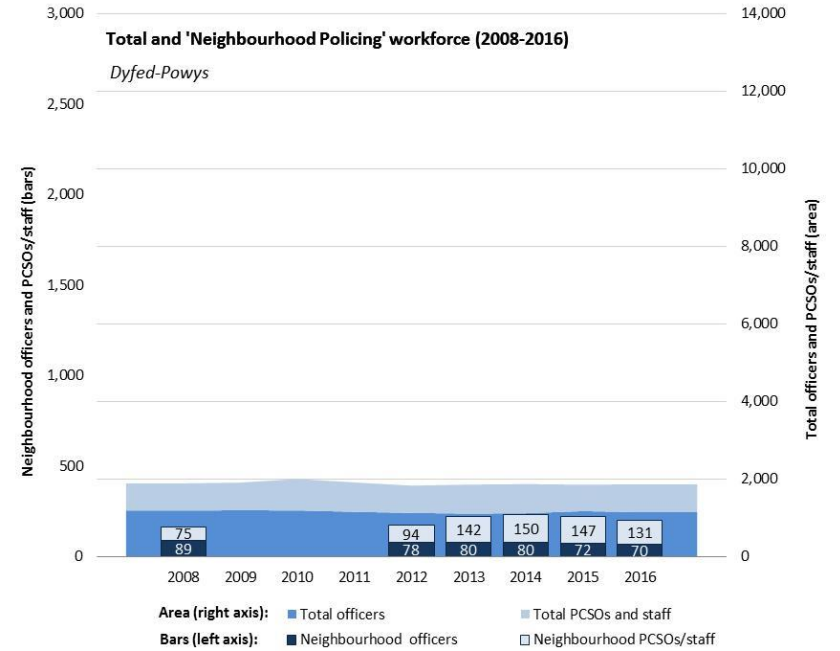
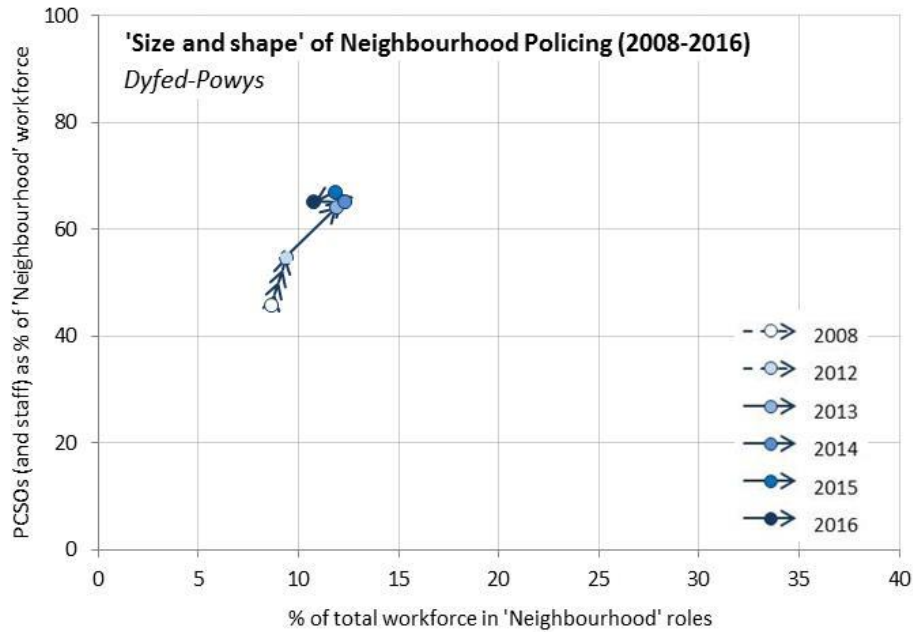
Durham

Type: Consistent traditional

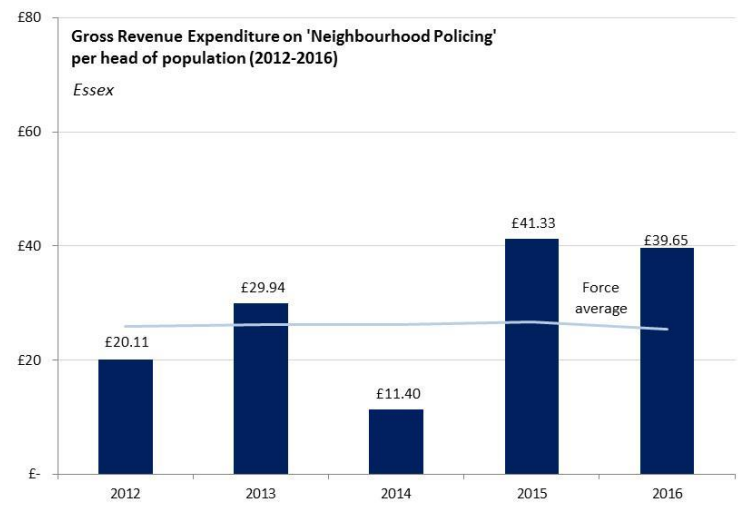
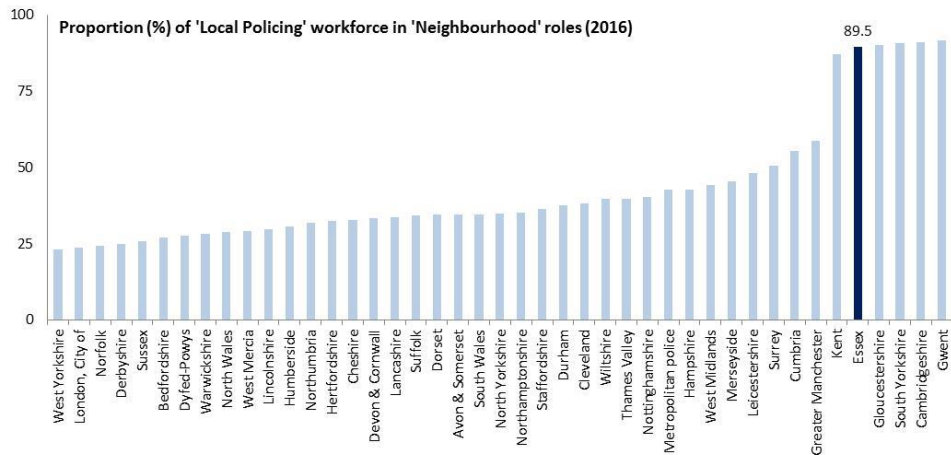
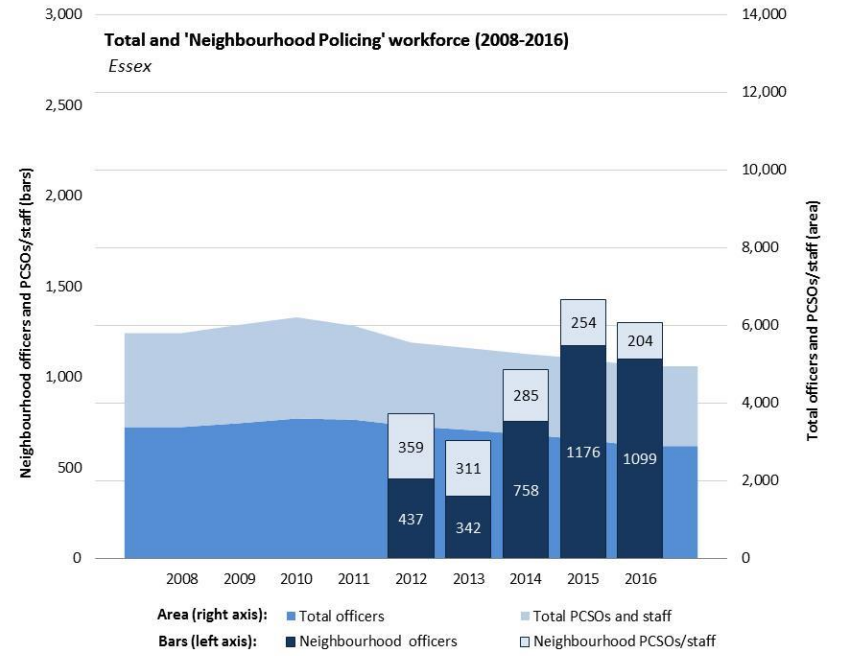
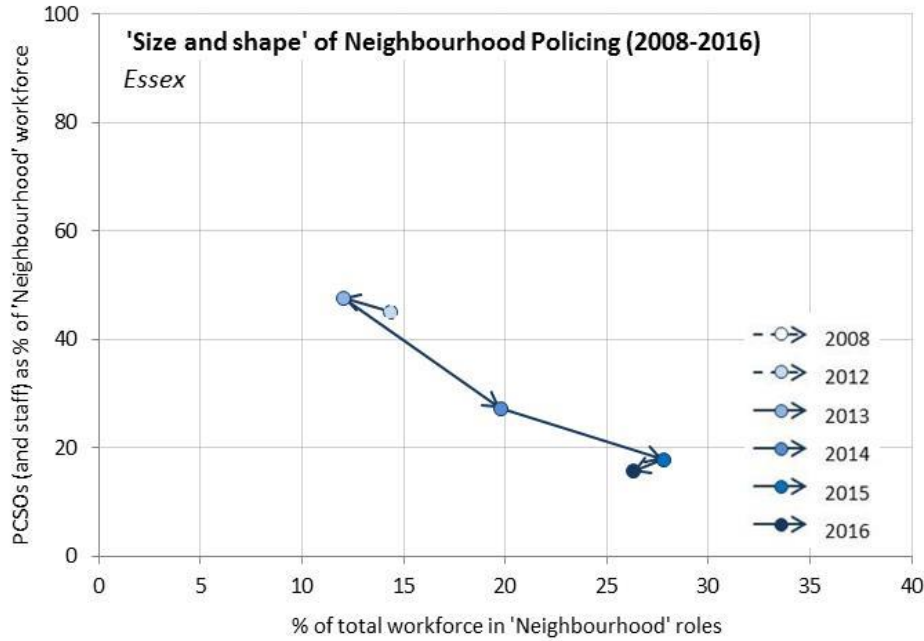


Dyfed-Powys

Type: Civilianised rural

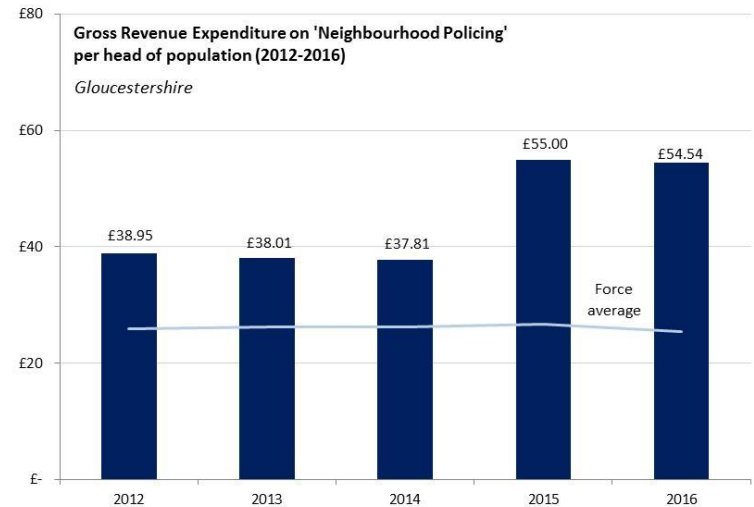
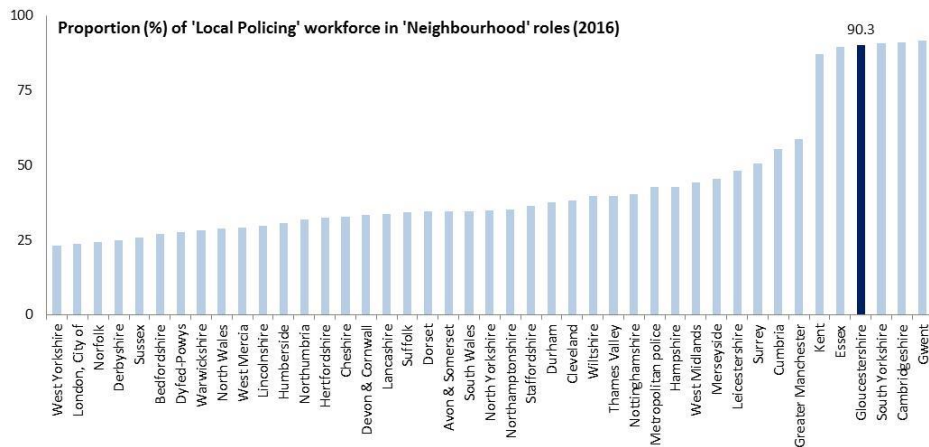
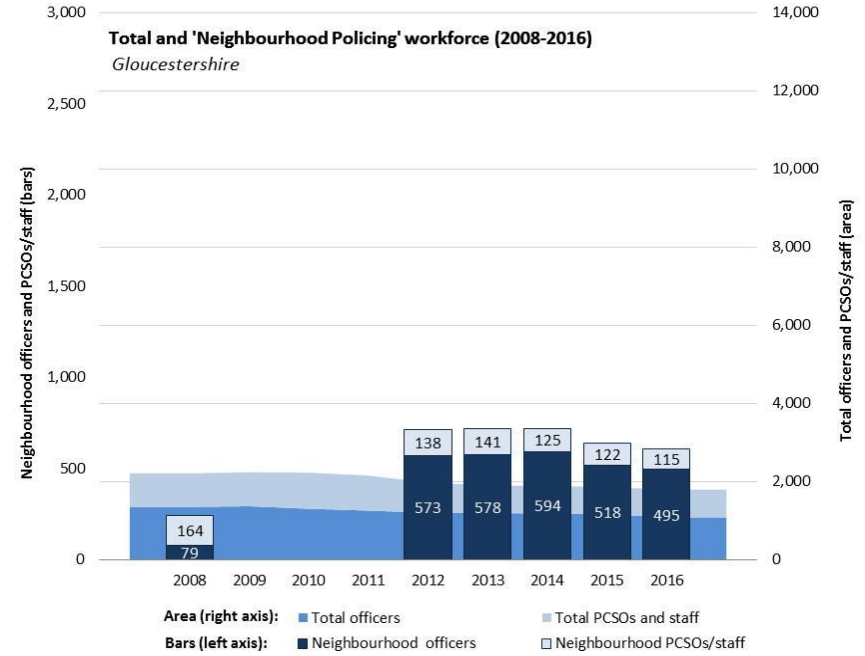
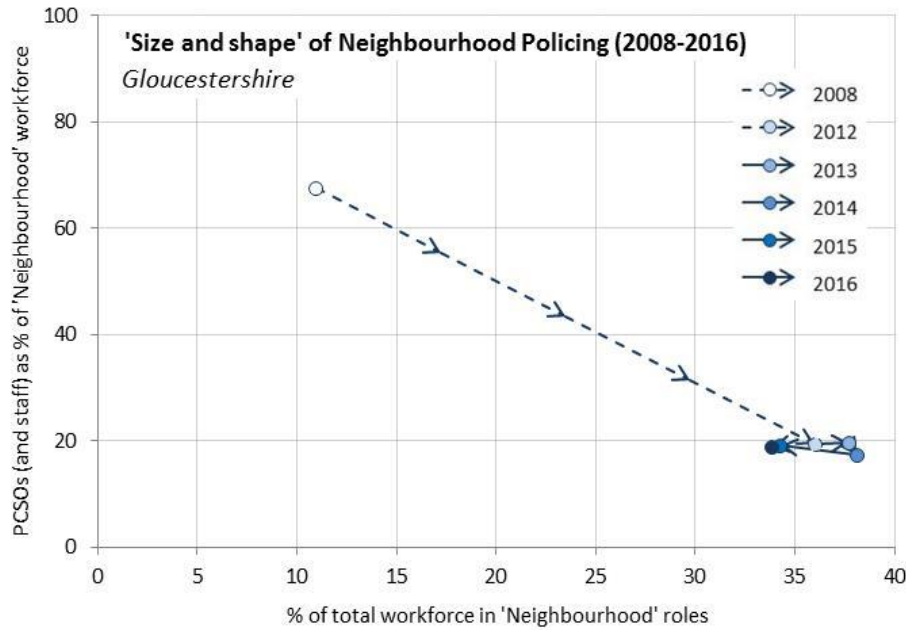


Type: Integrated hybrid



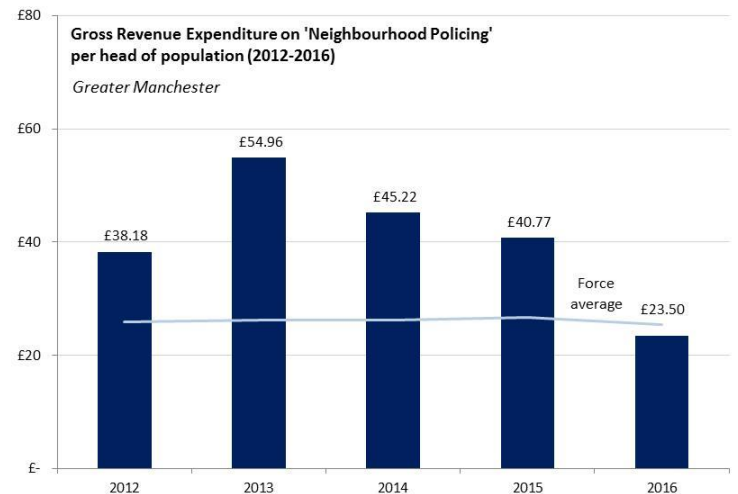
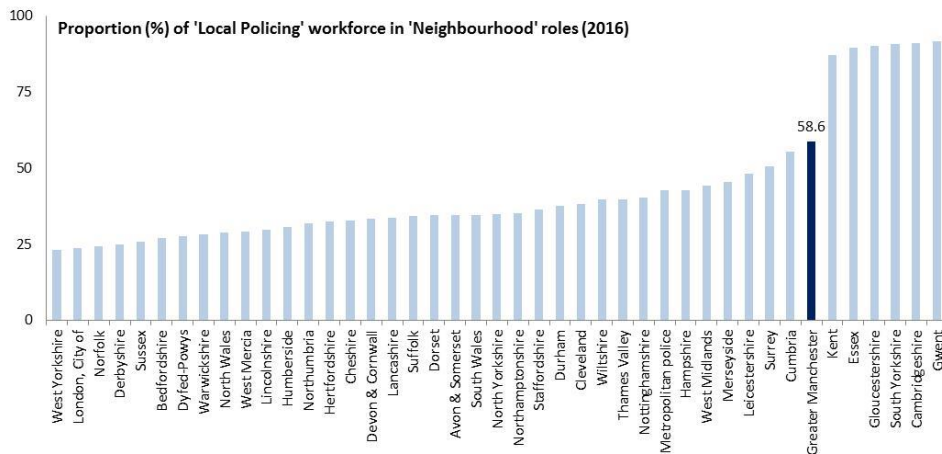
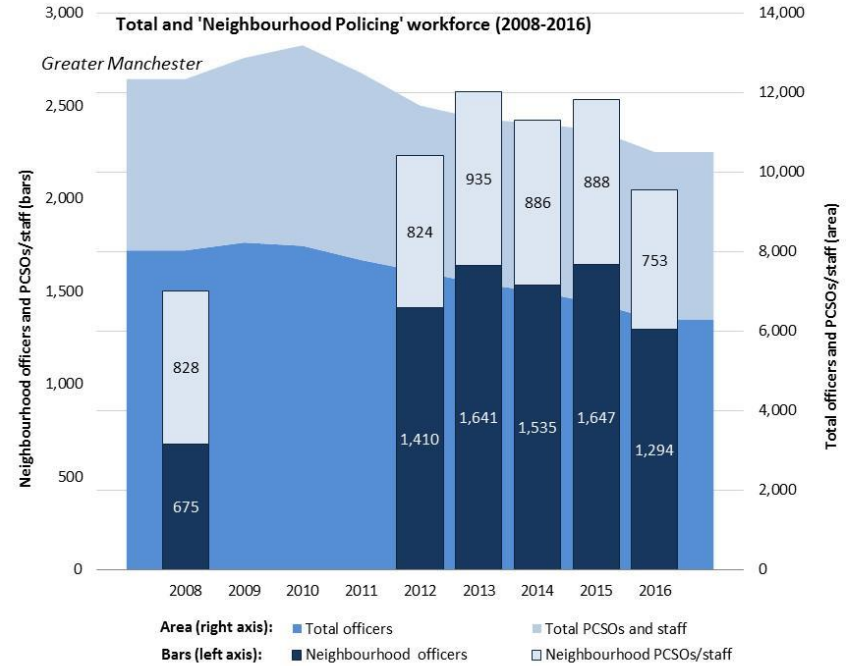
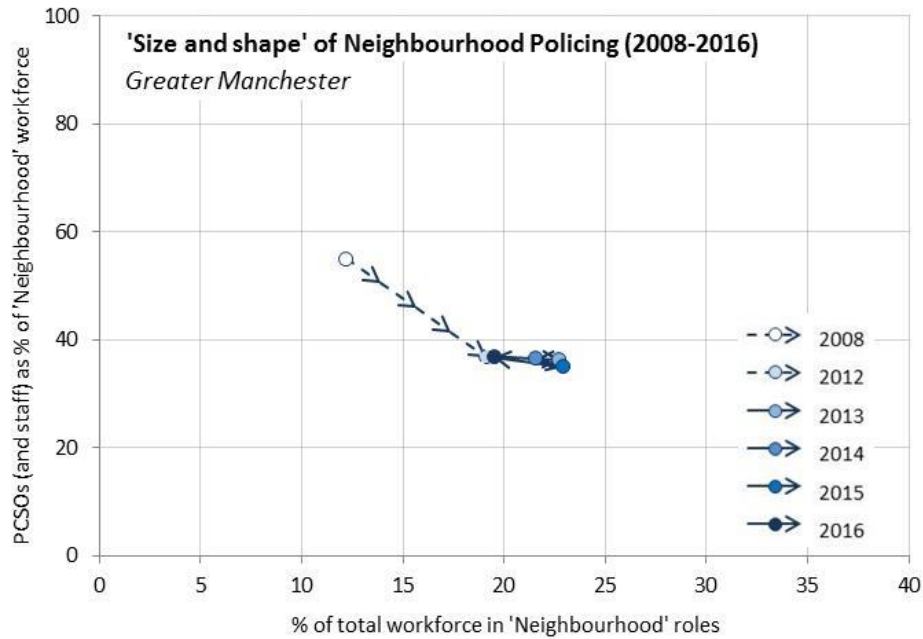
Gloucestershire

Type: Integrated hybrid

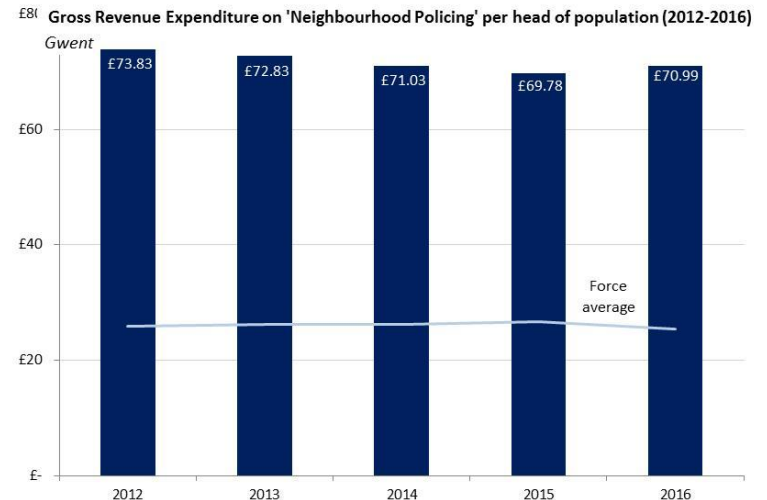
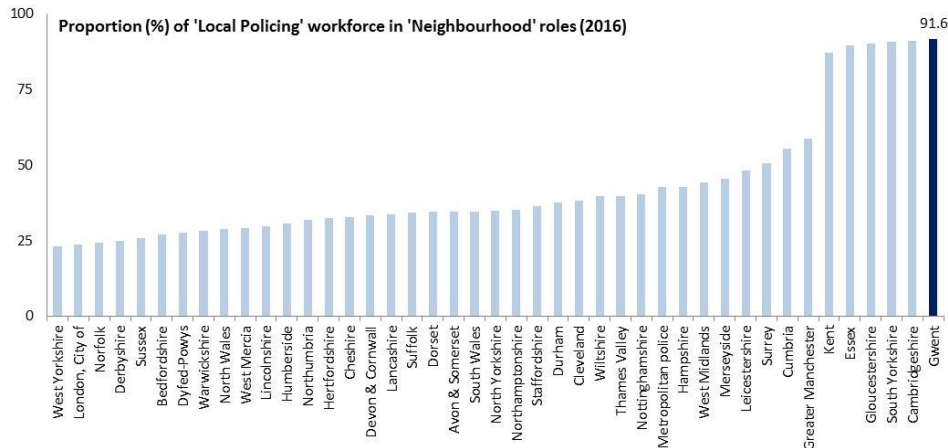
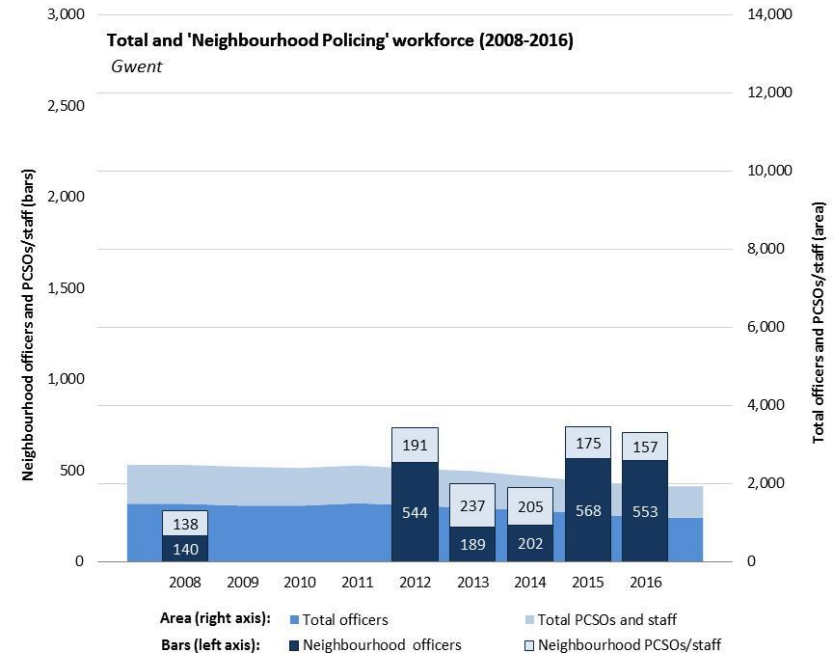
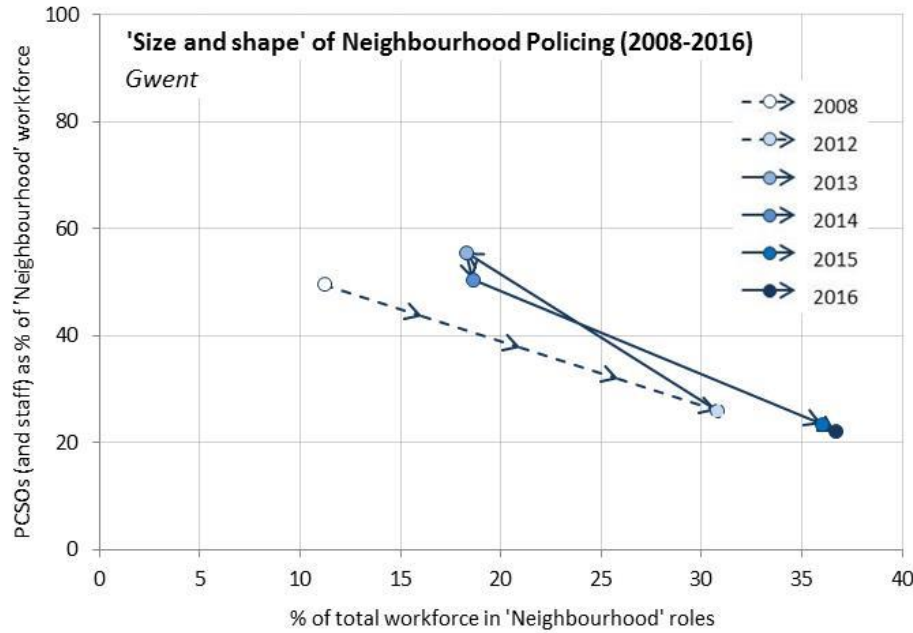


Greater Manchester

Type: Robust purist

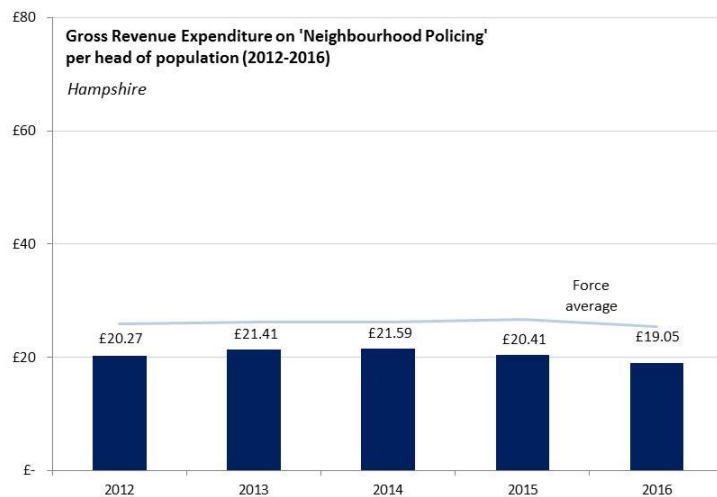
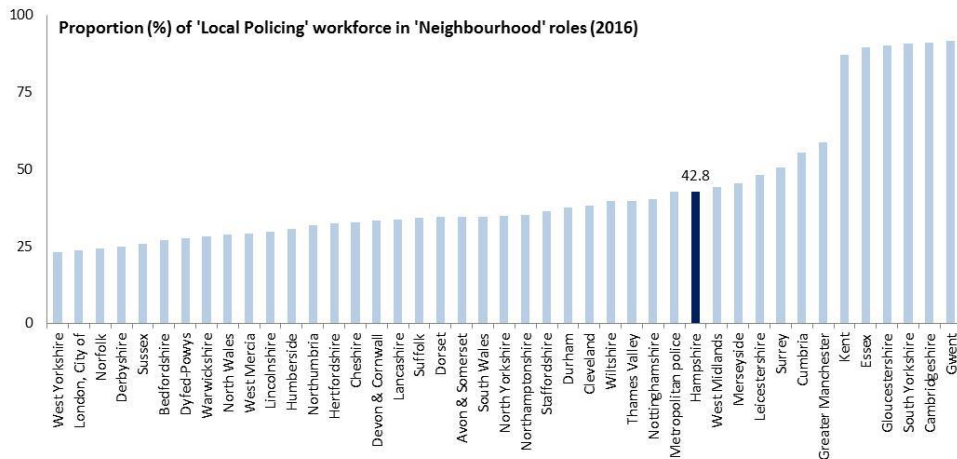
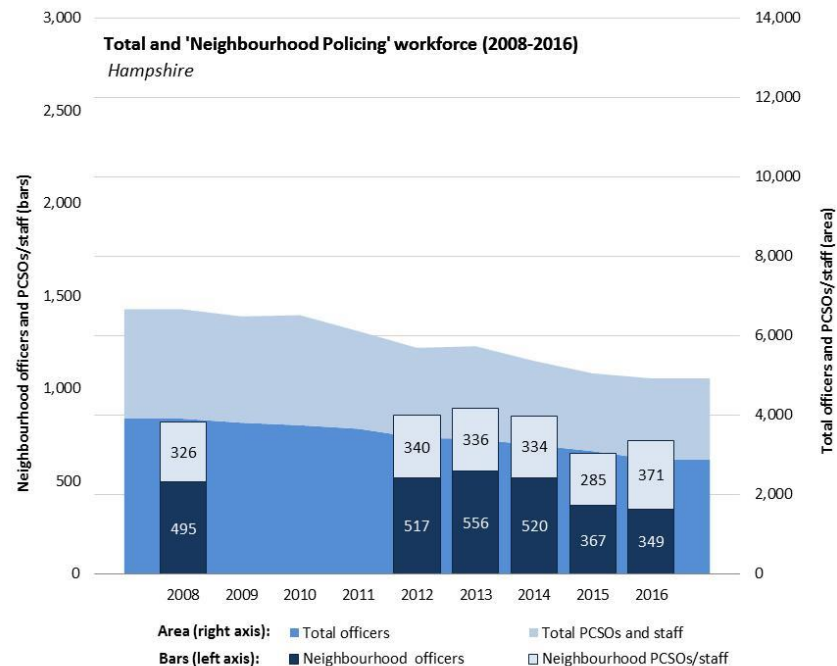
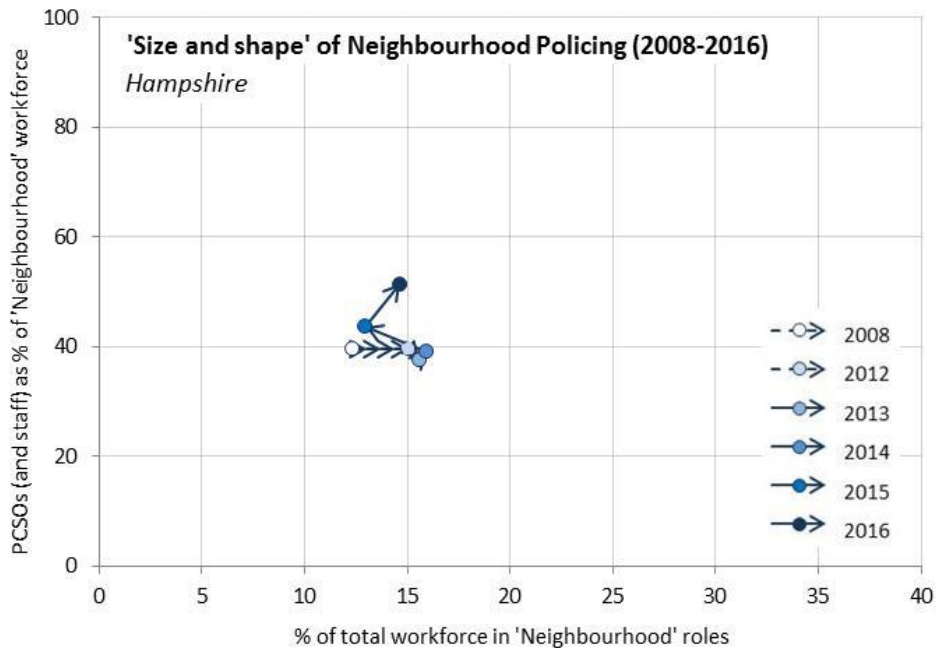


Type: Integrated hybrid



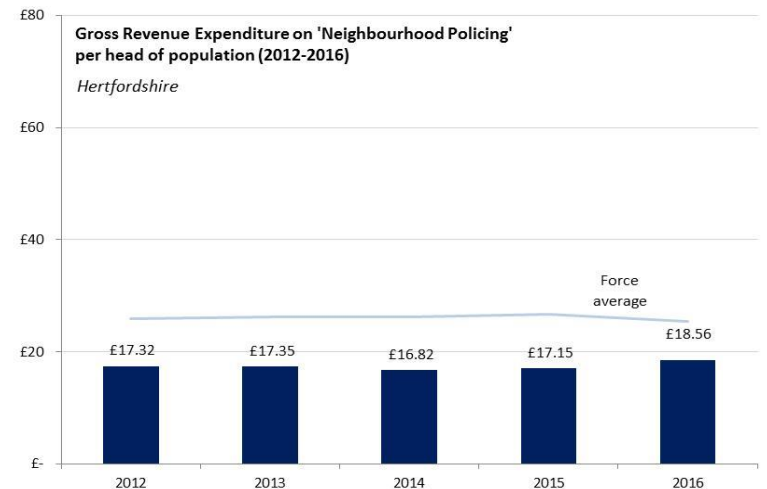
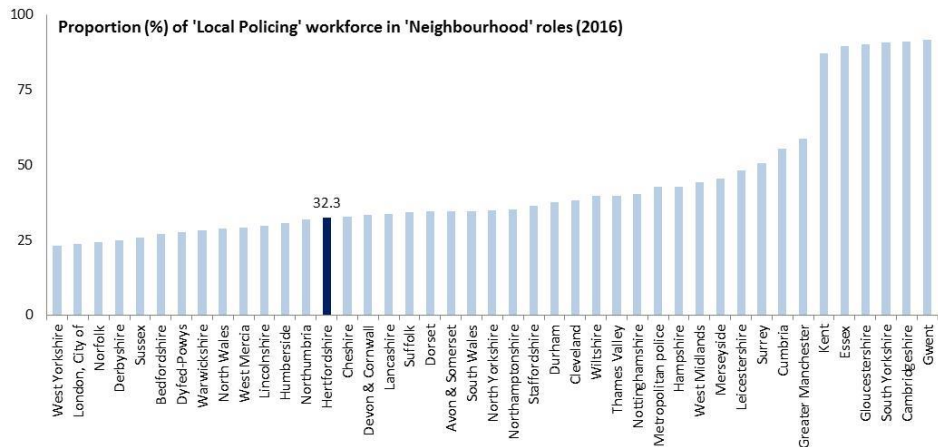
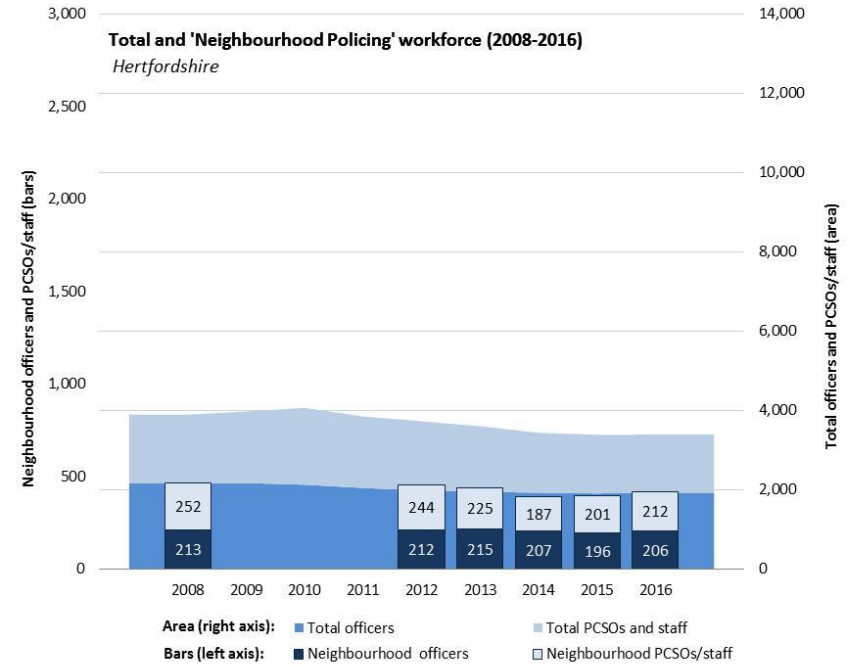
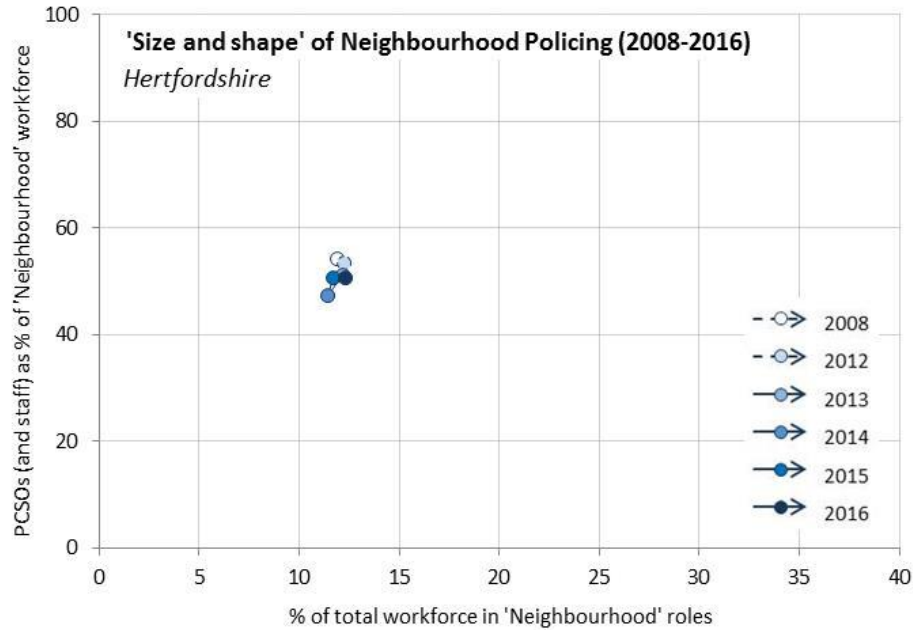
Hampshire

Type: Consistent traditional



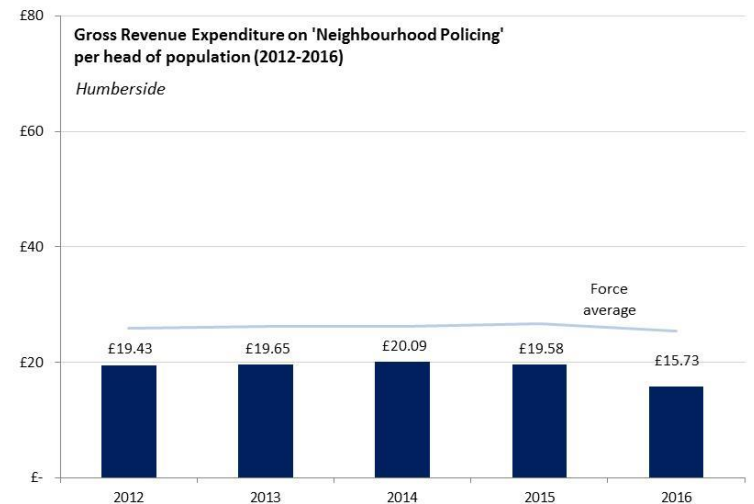
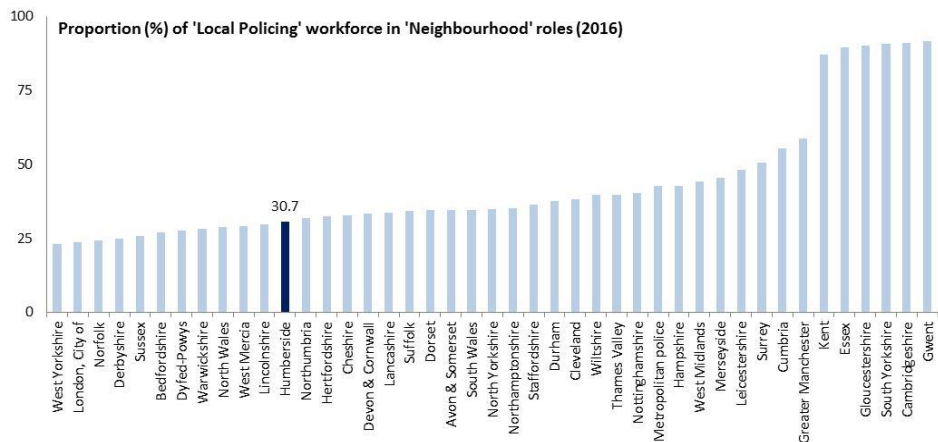
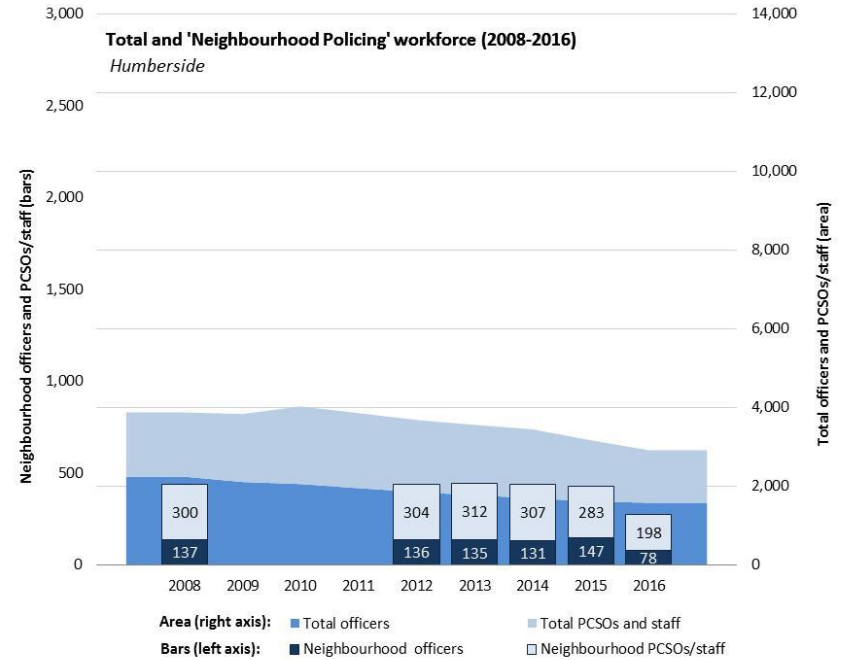
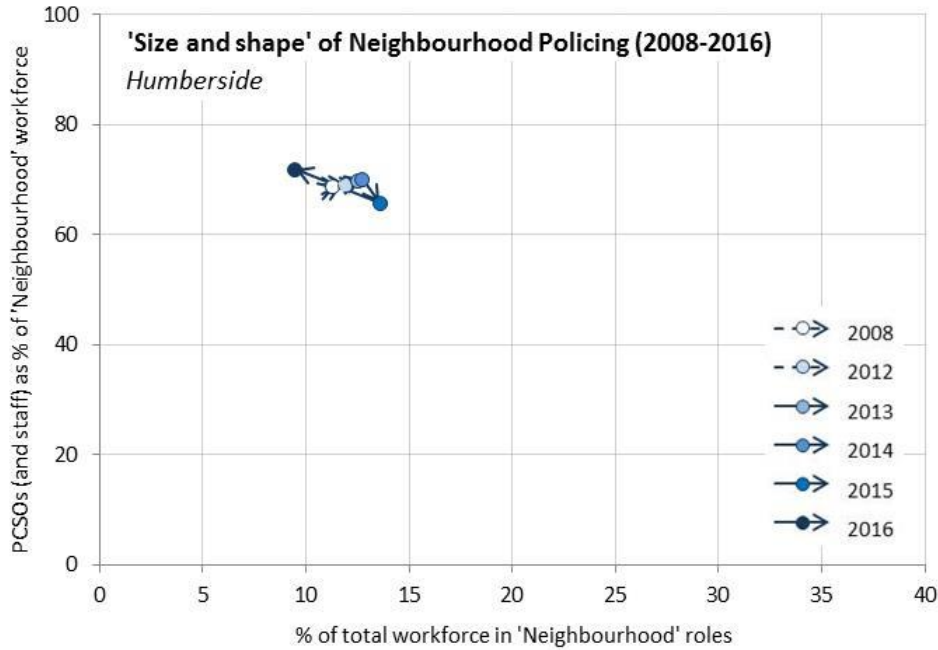
Hertfordshire

Type: Consistent traditional

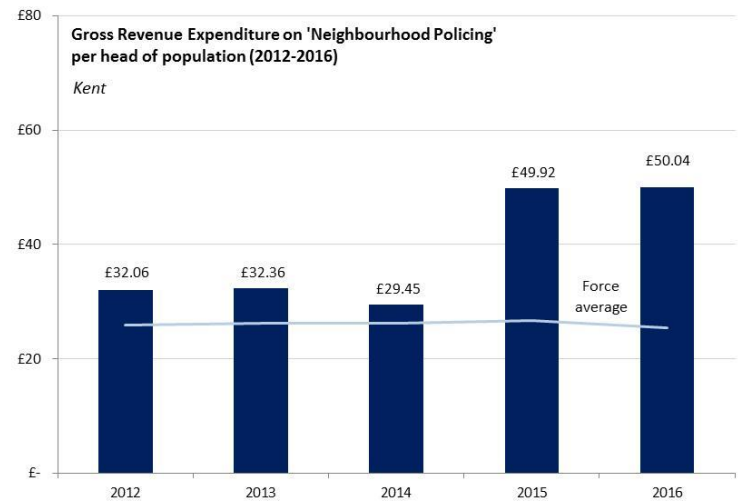
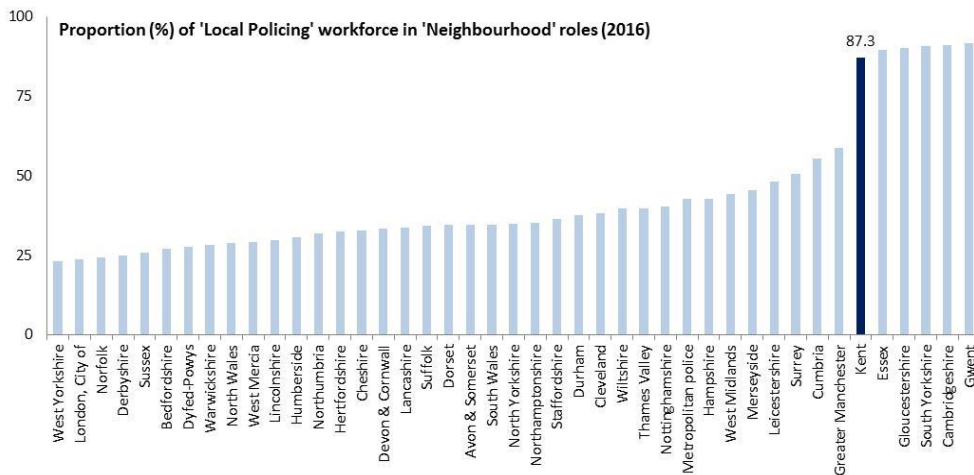
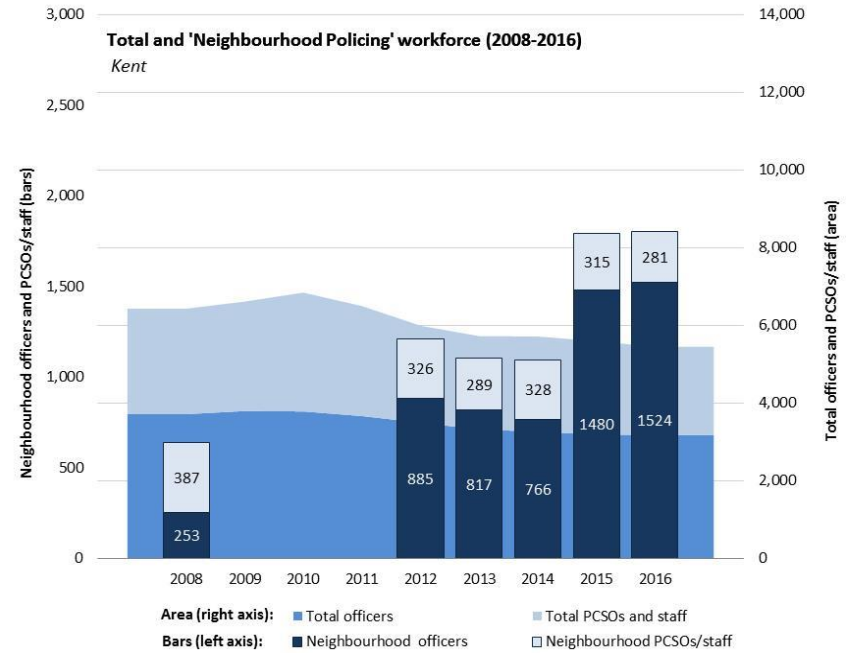
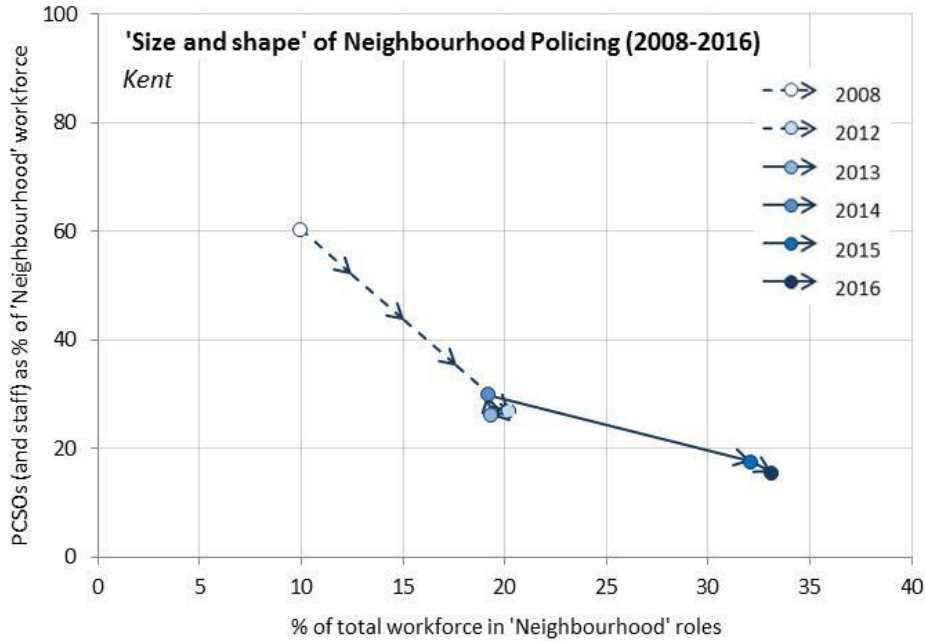


Humberside

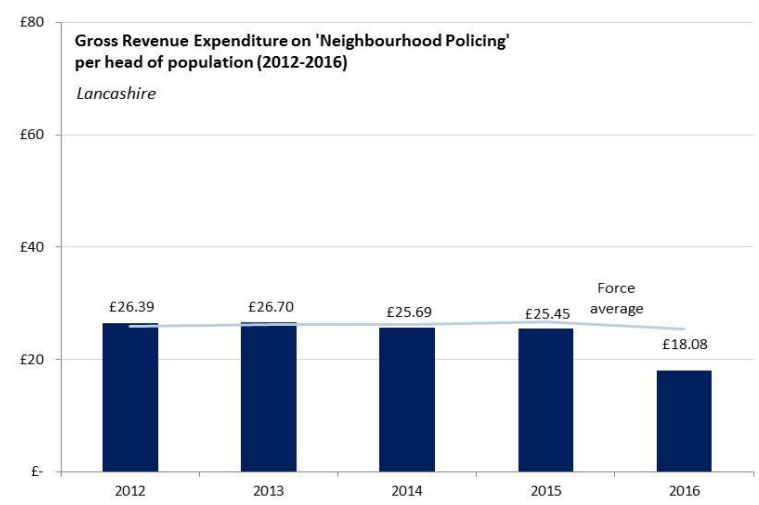
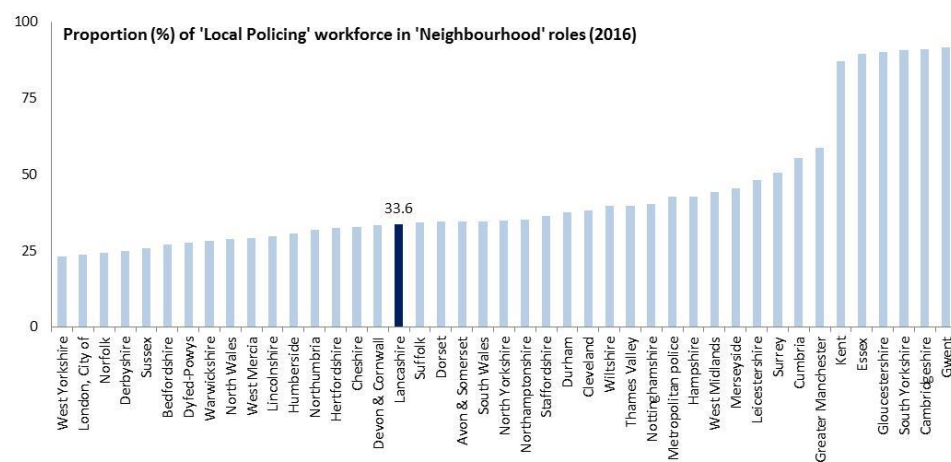
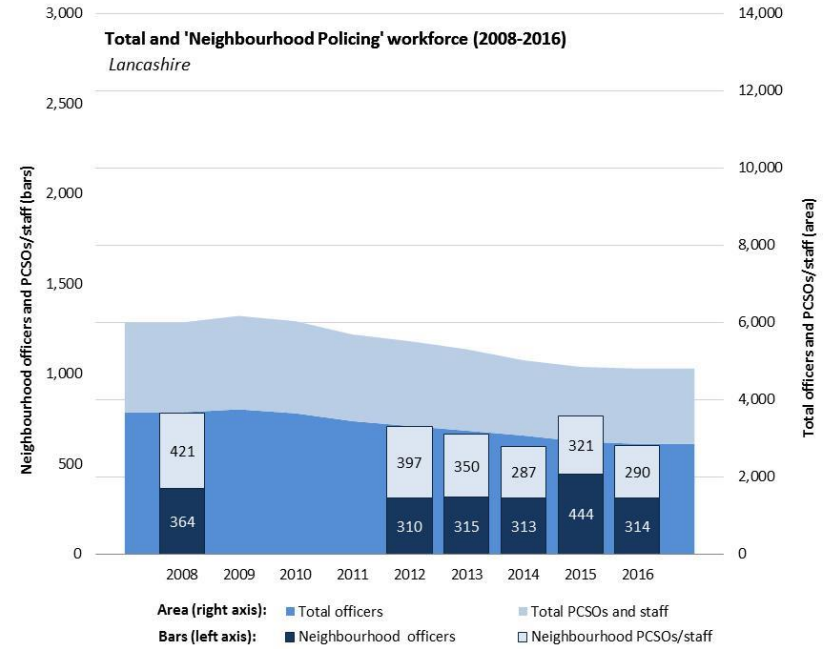
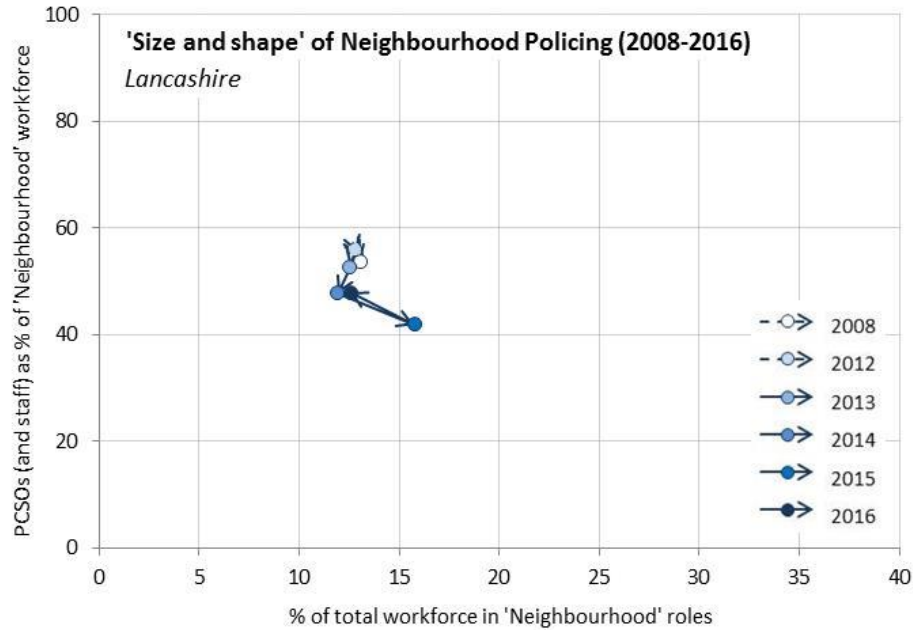
Type: Civilianised rural



Type: Integrated hybrid

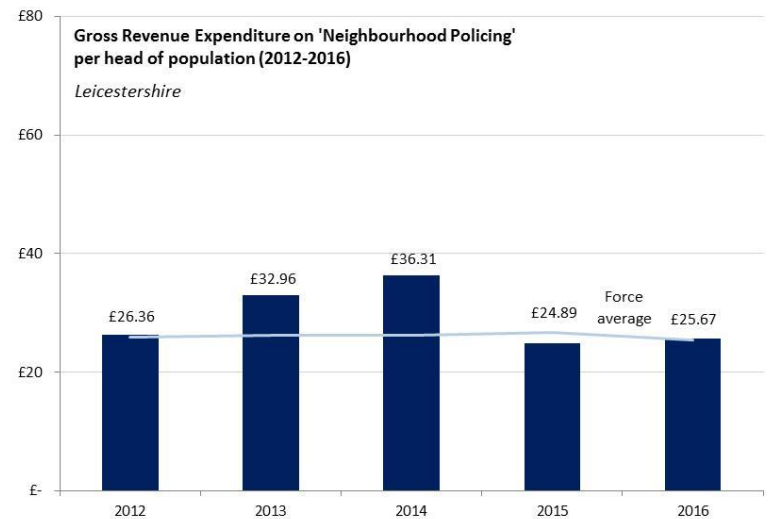
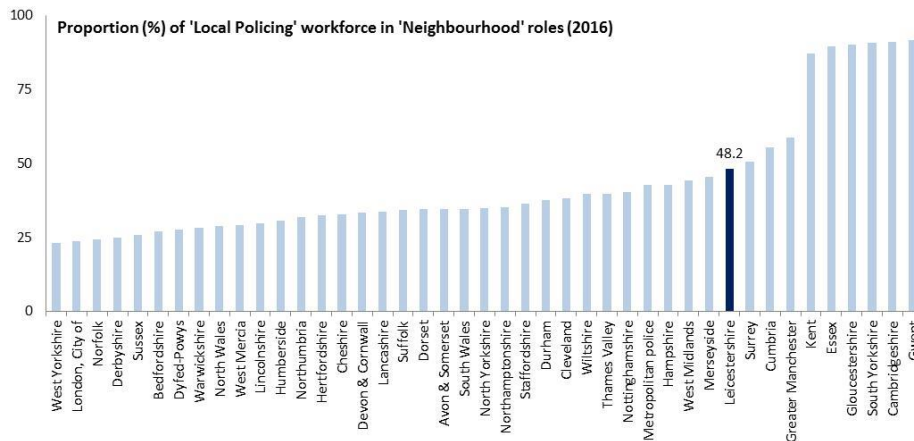
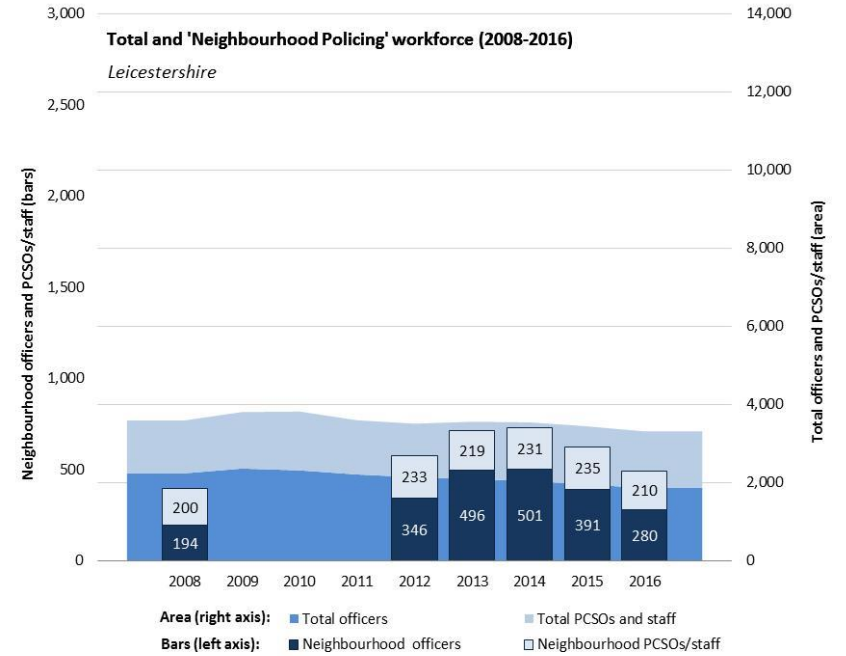
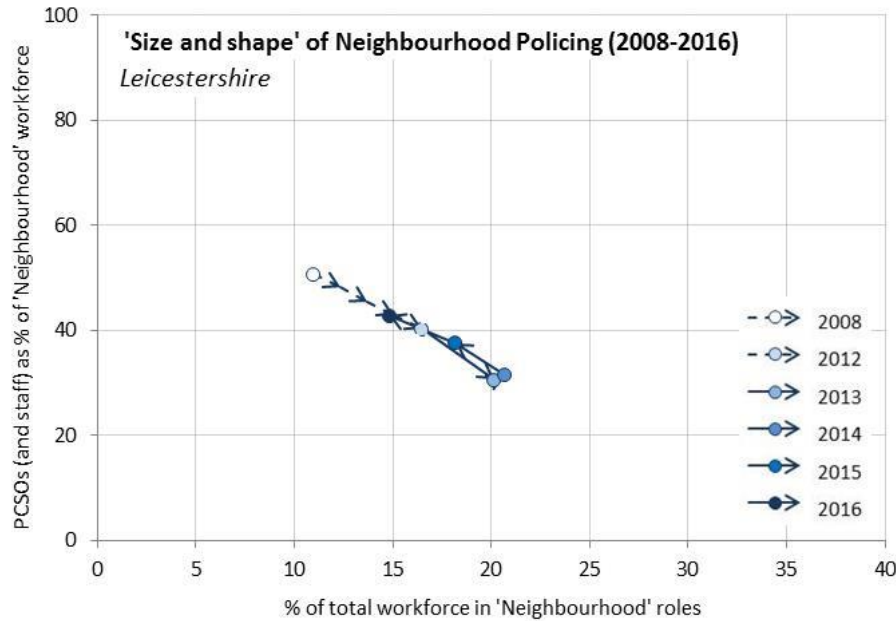


Type: Consistent traditional

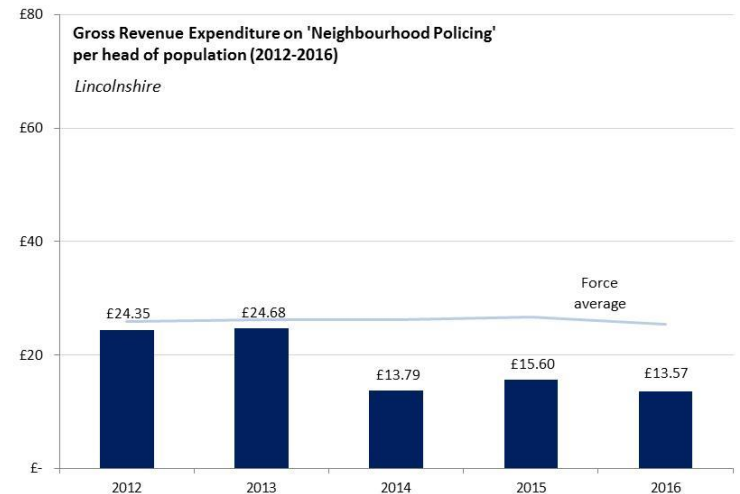
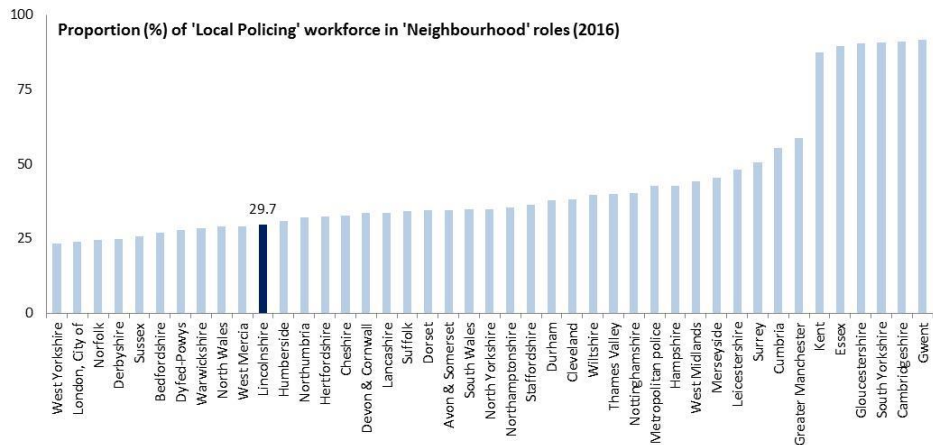
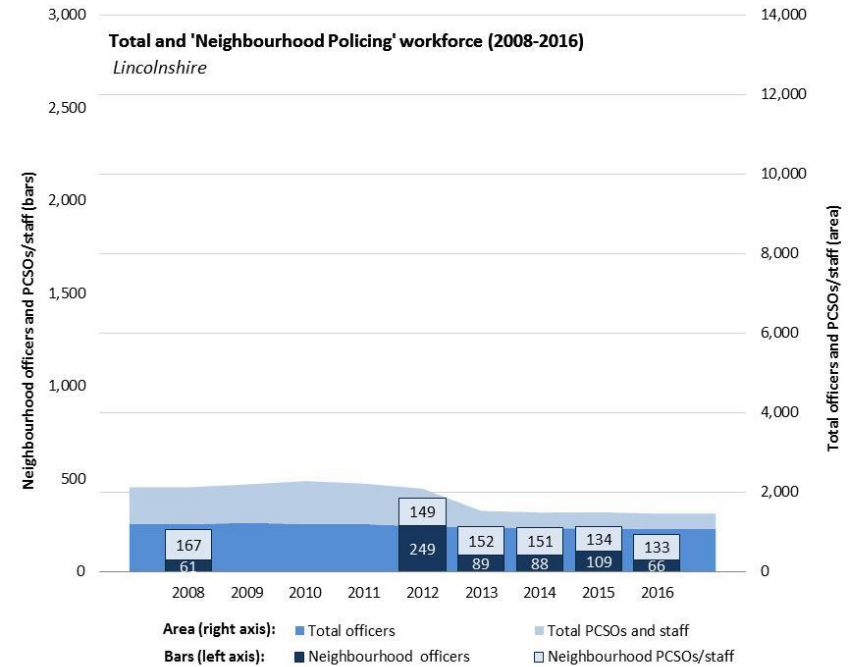
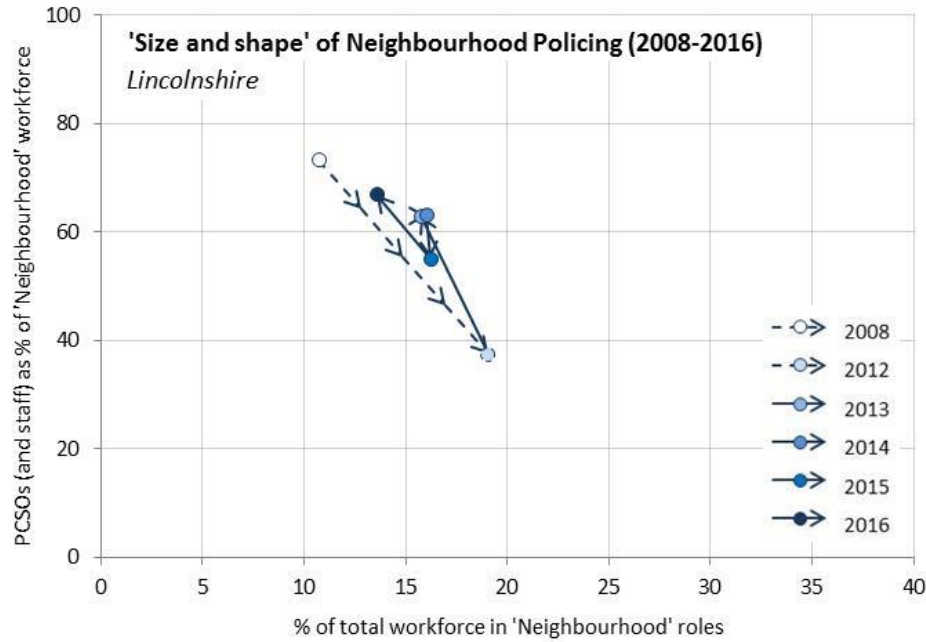


Leicestershire

Type: Consistent traditional

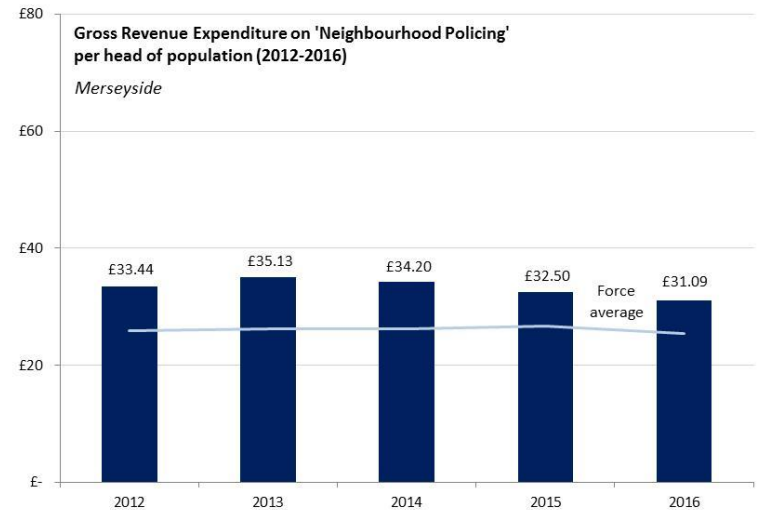
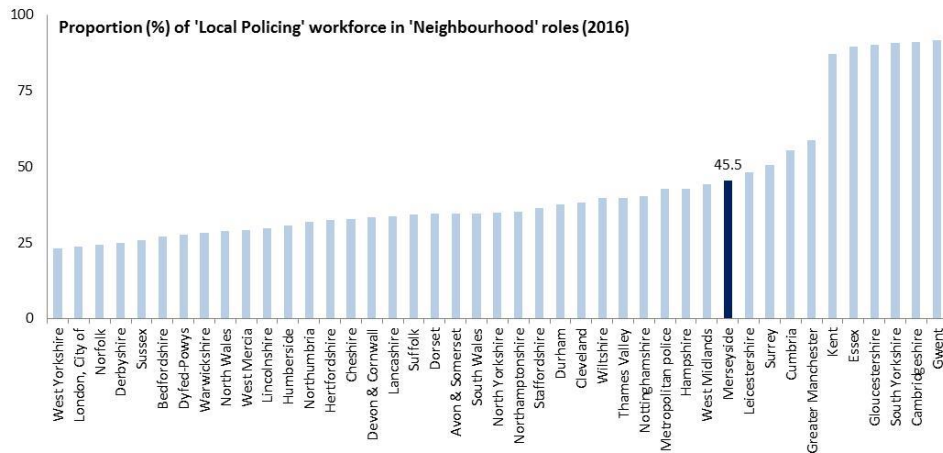
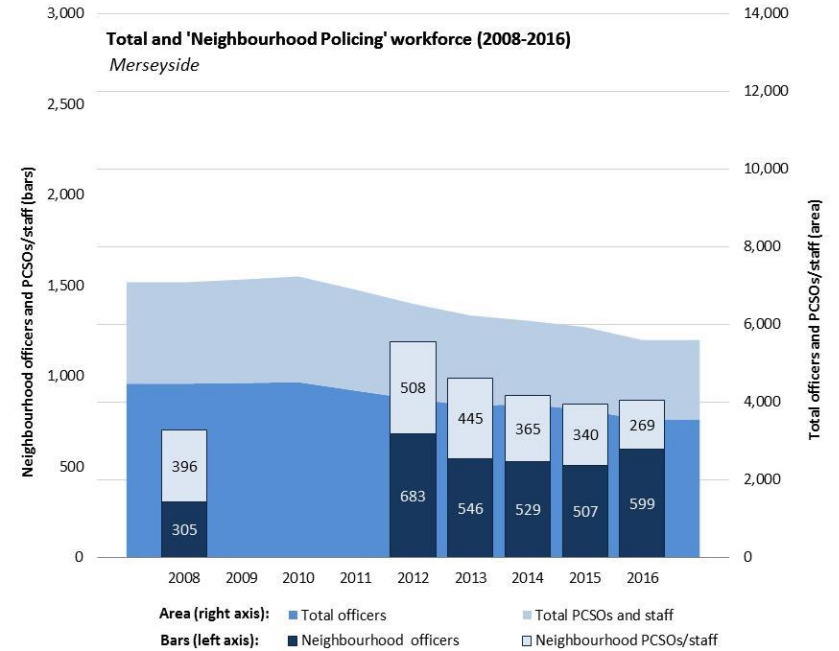
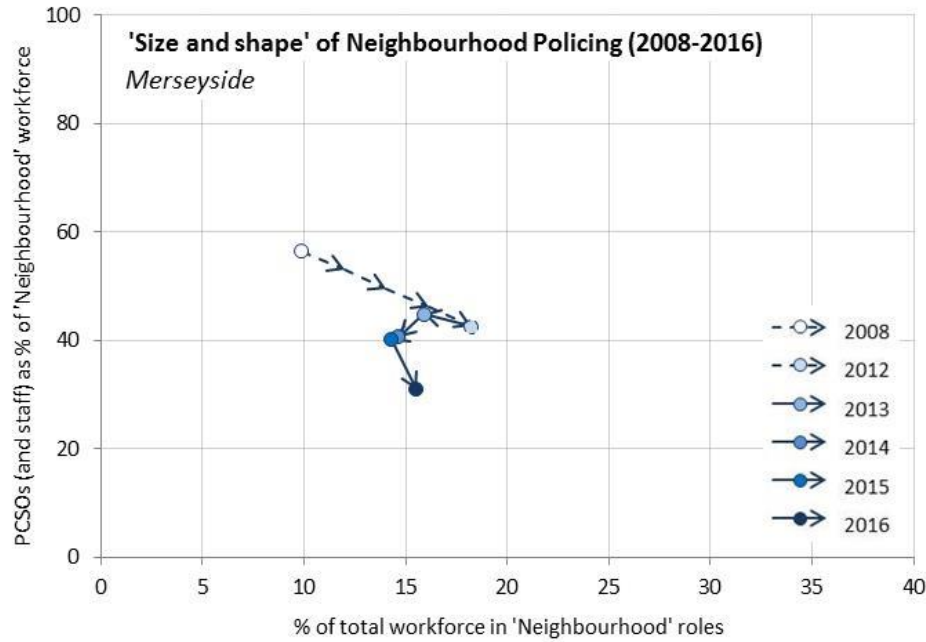


Type: Civilianised rural



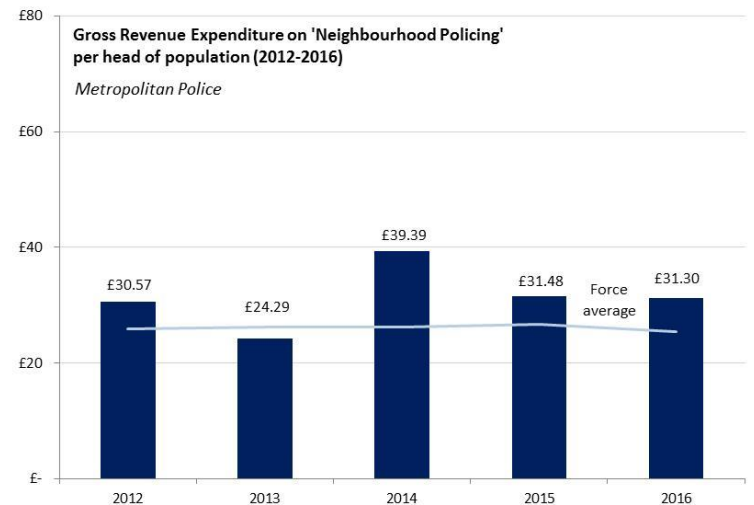
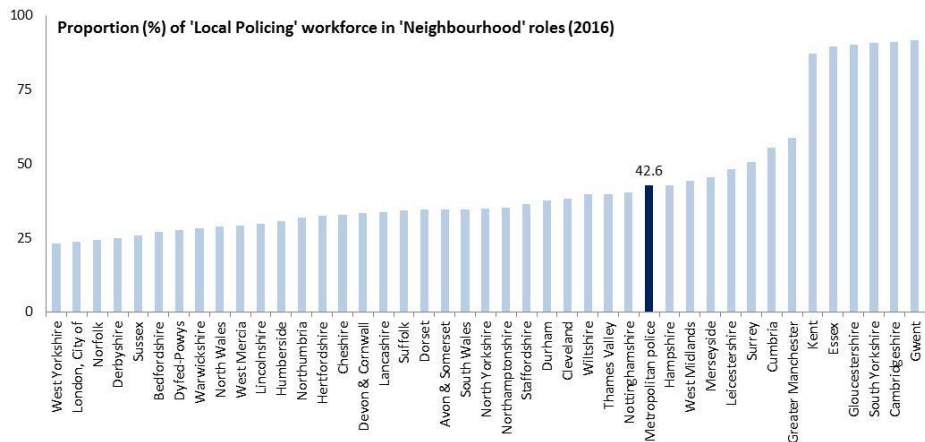
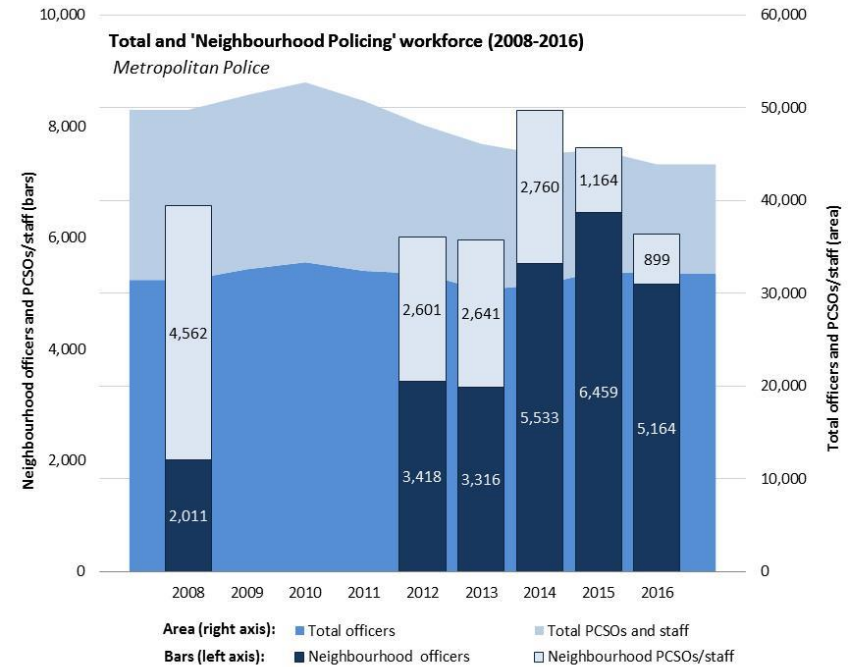
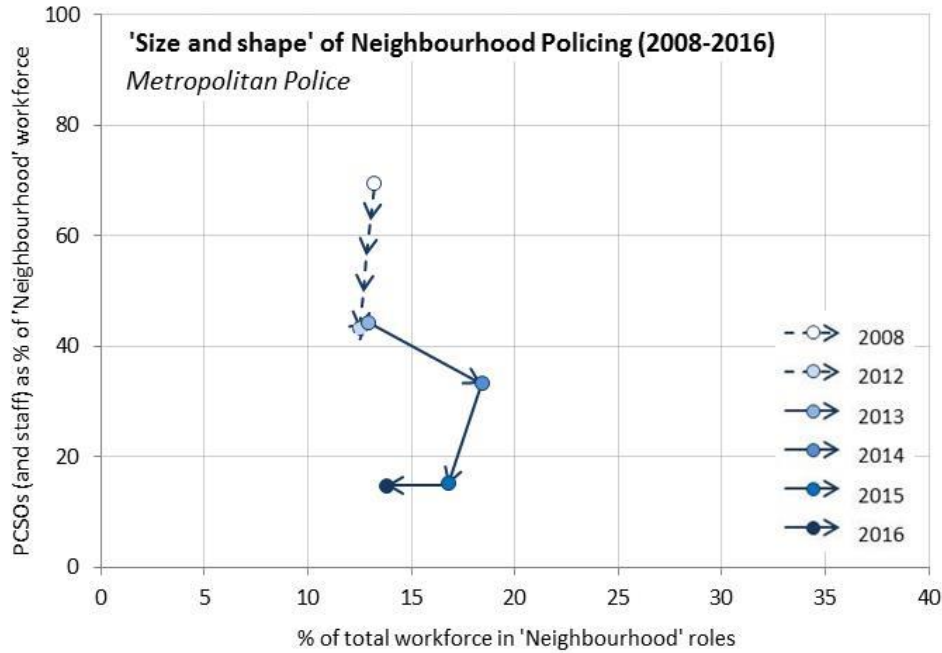
Merseyside

Type: Officer preserver



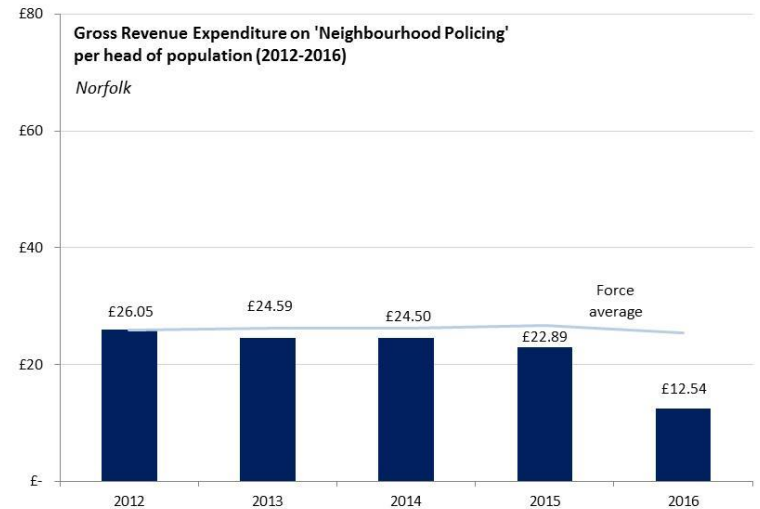
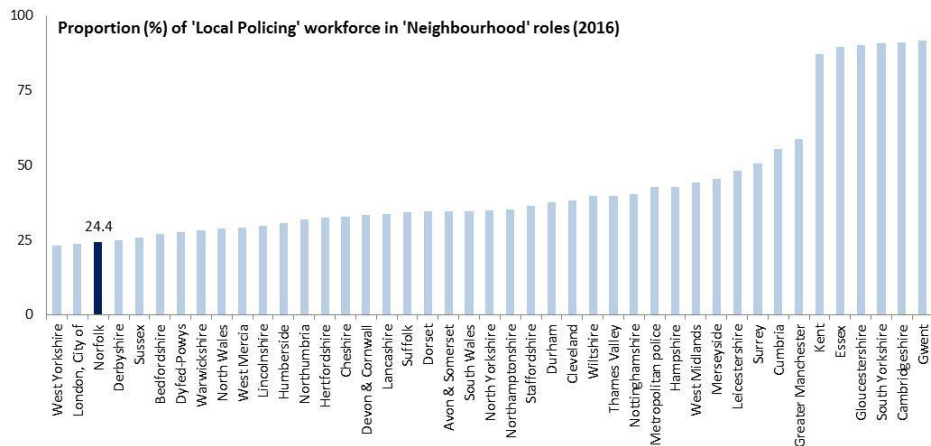
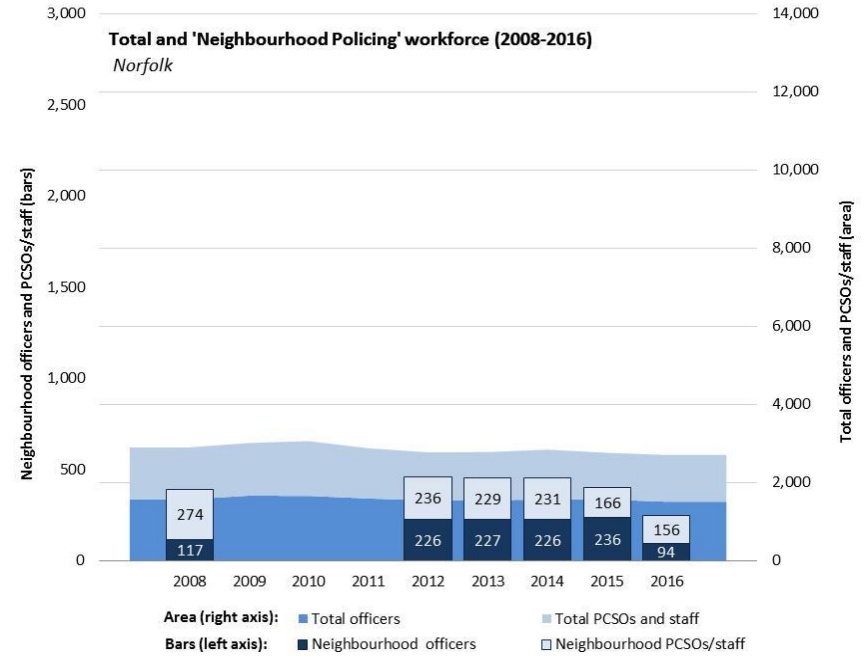
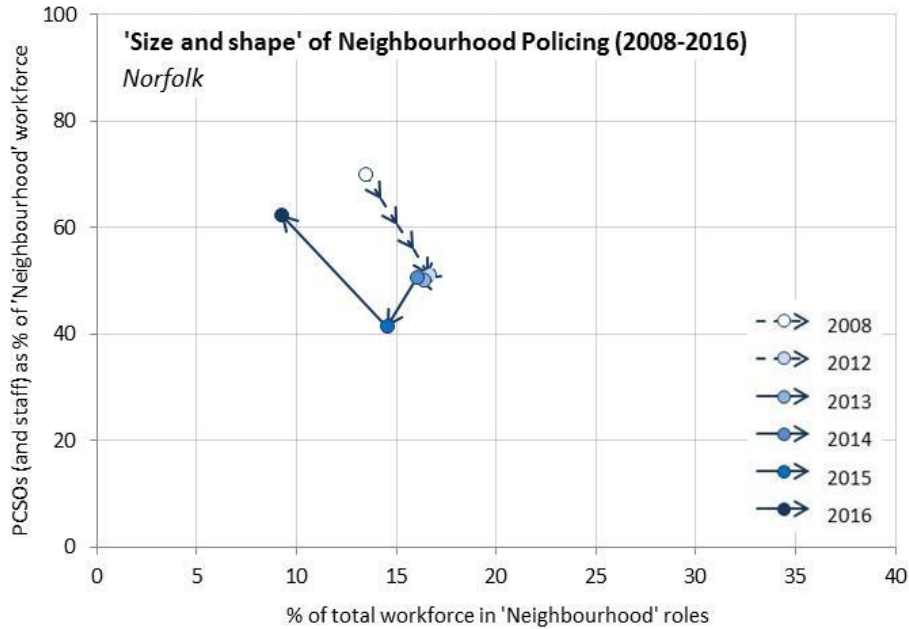
Metropolitan Police

Type: Officer preserver



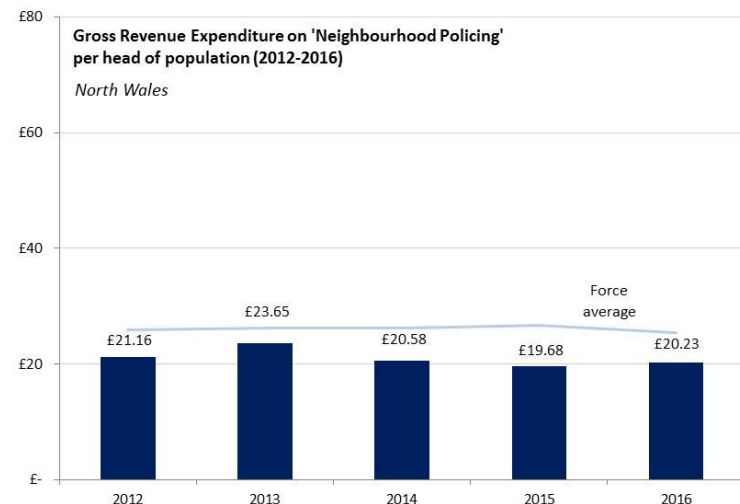
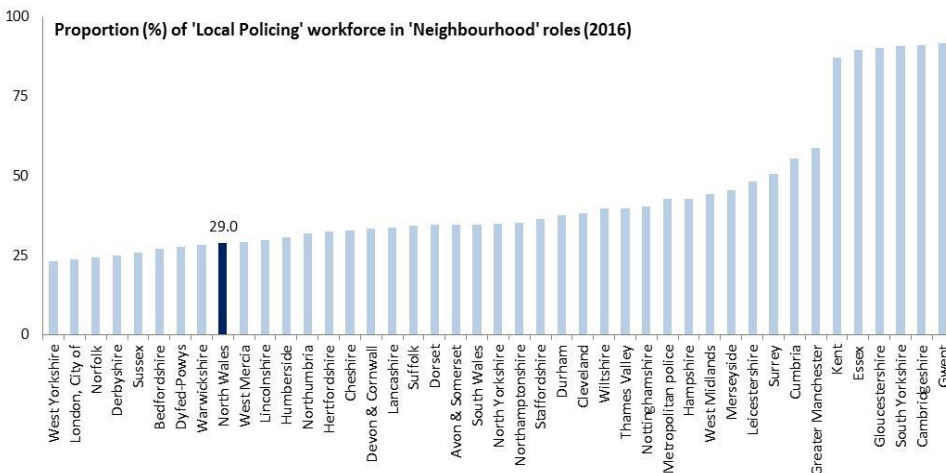
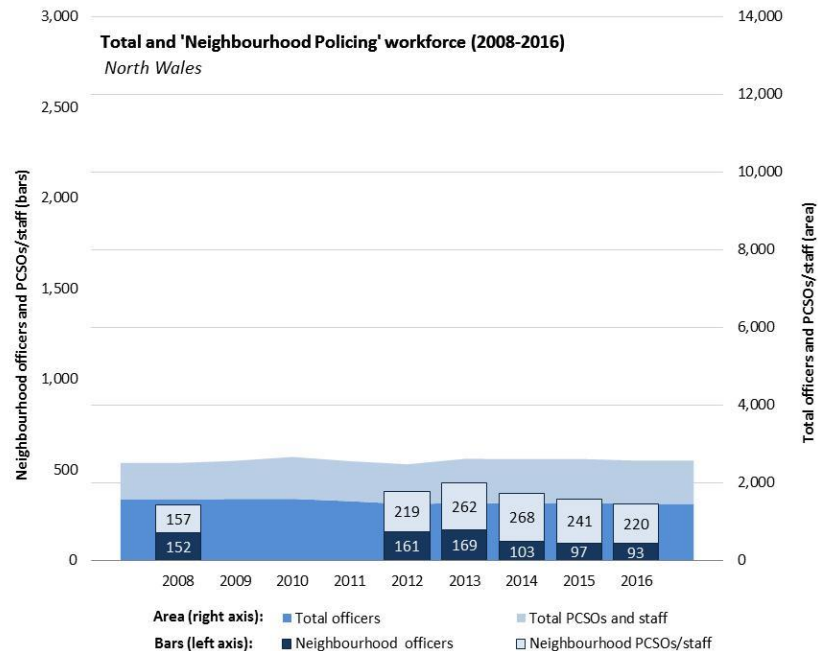
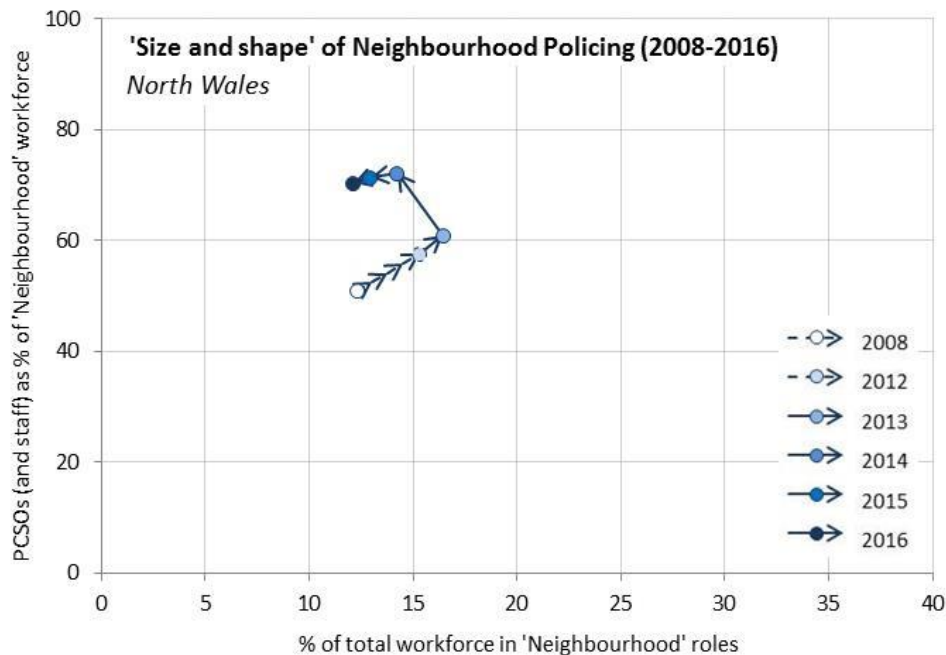
Norfolk

Type: Civilianised rural



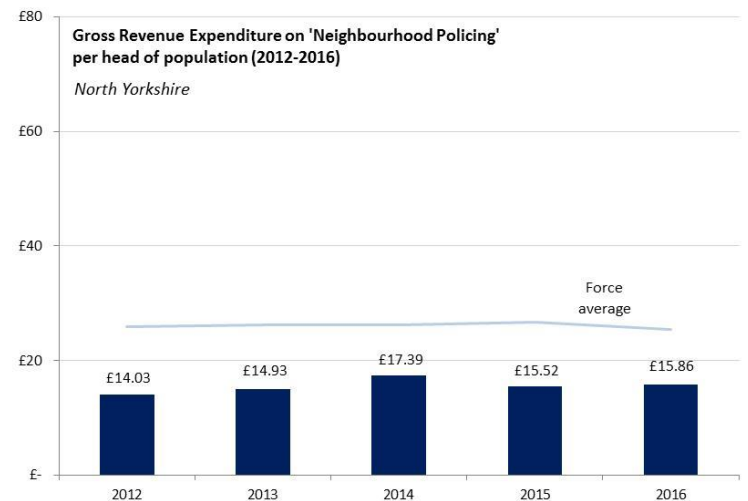
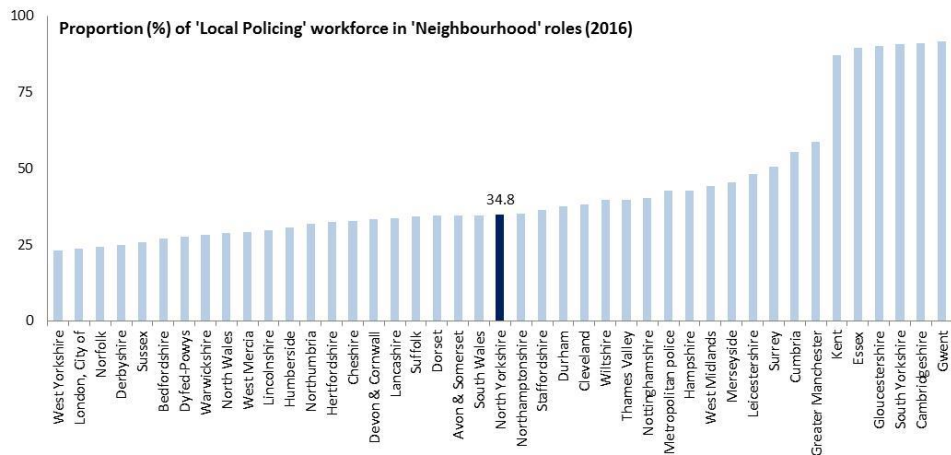
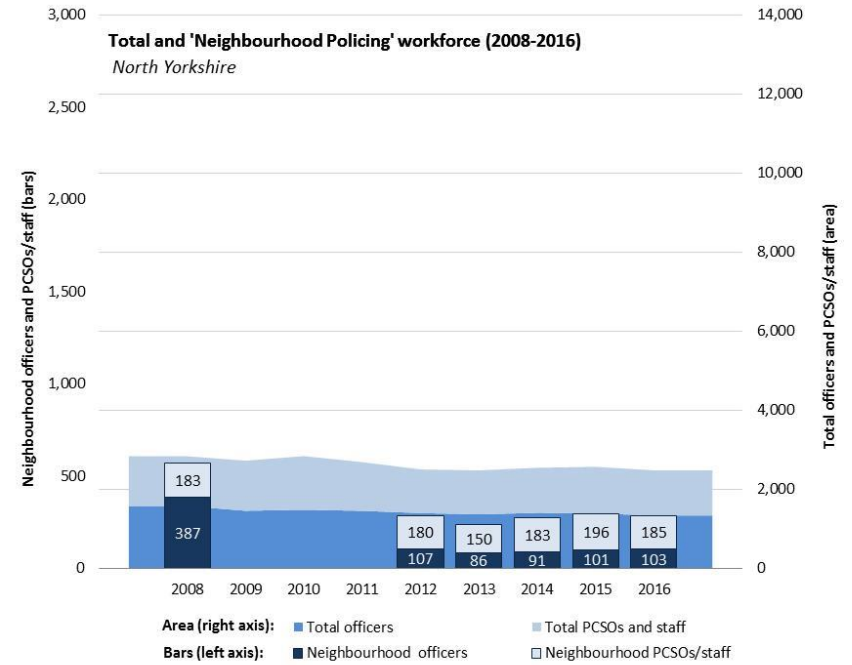
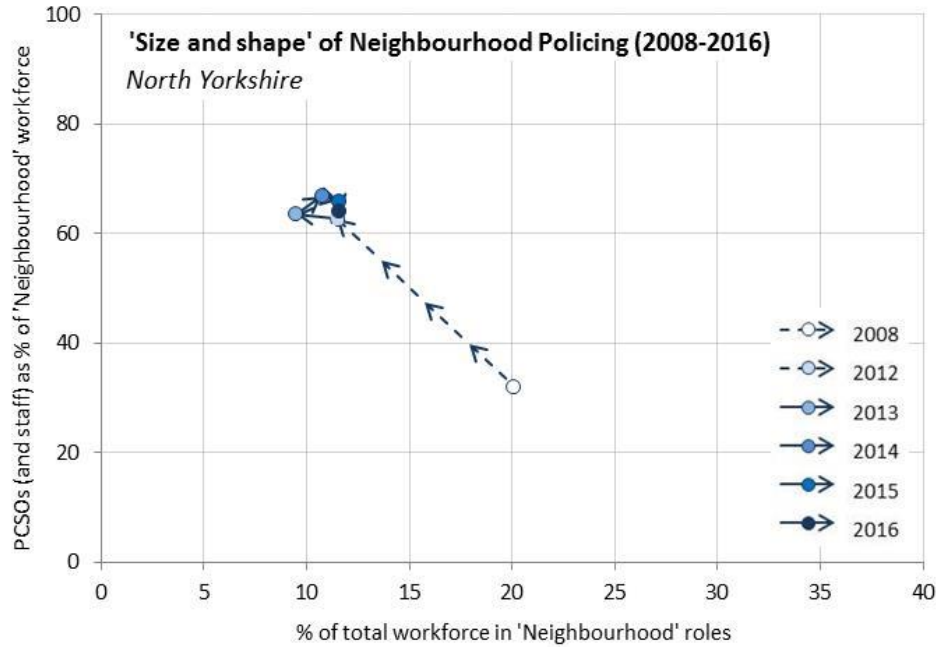
North Wales

Type: Civilianised rural



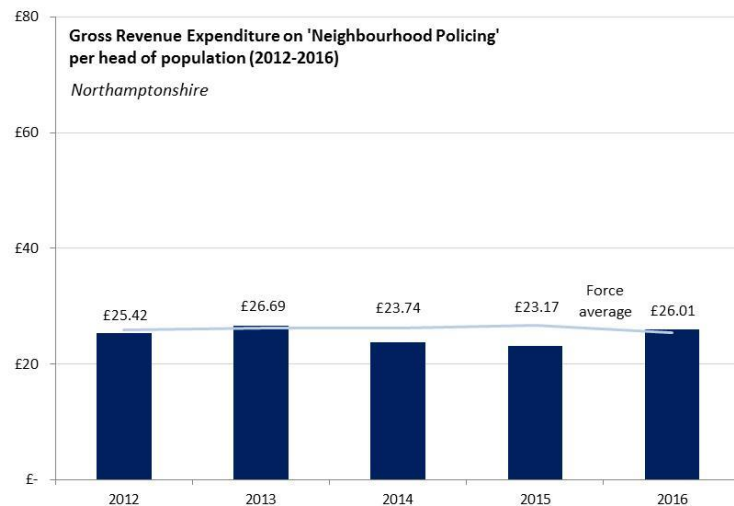
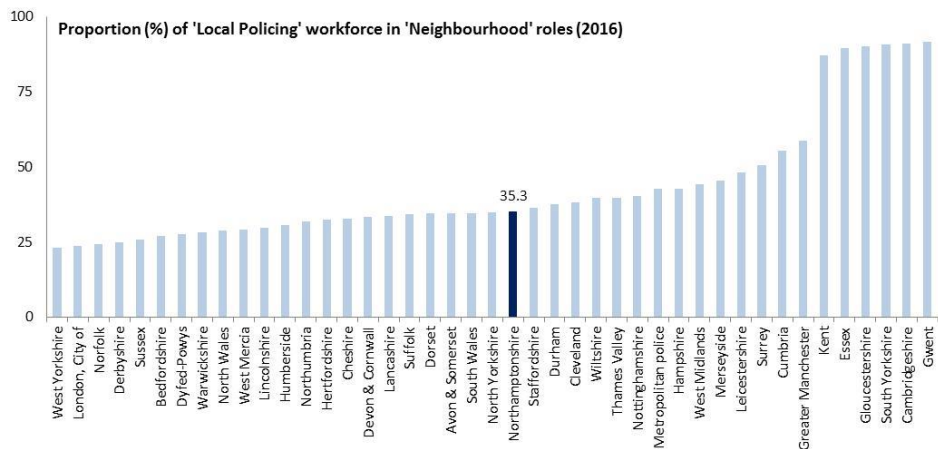
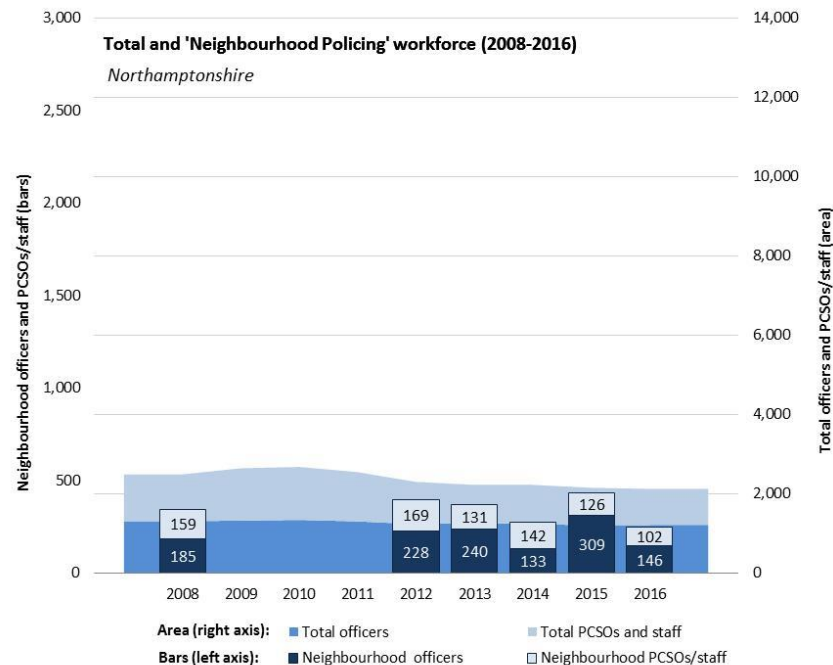
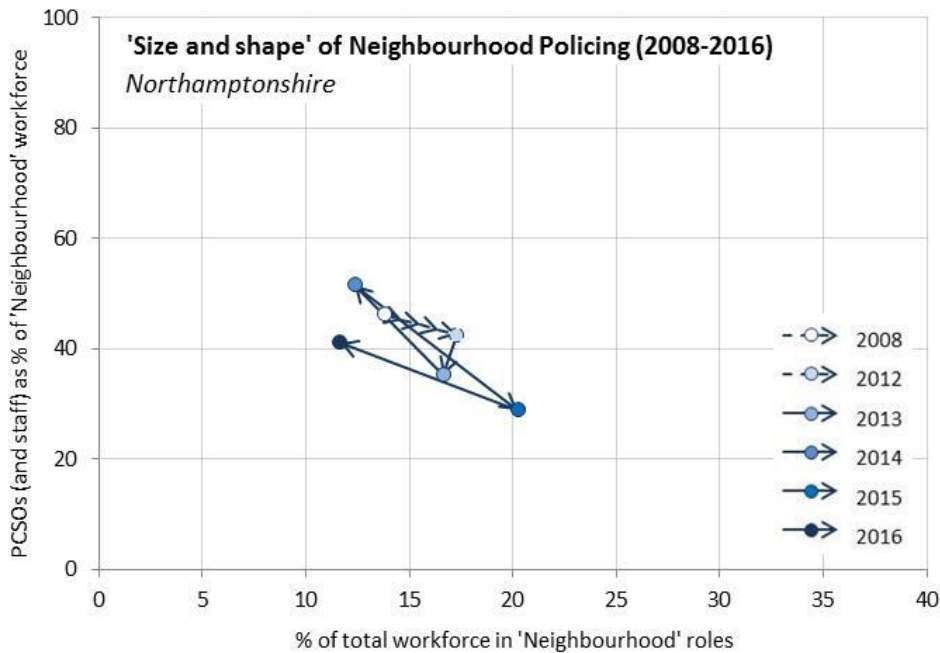
North Yorkshire

Type: Civilianised rural



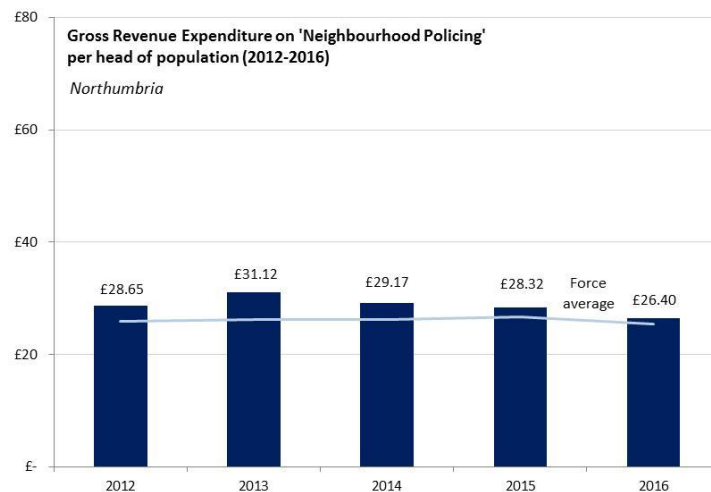
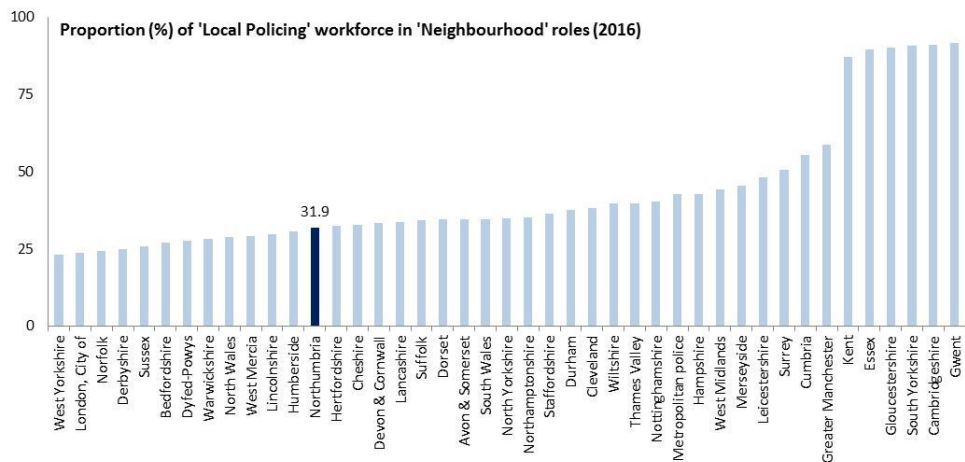
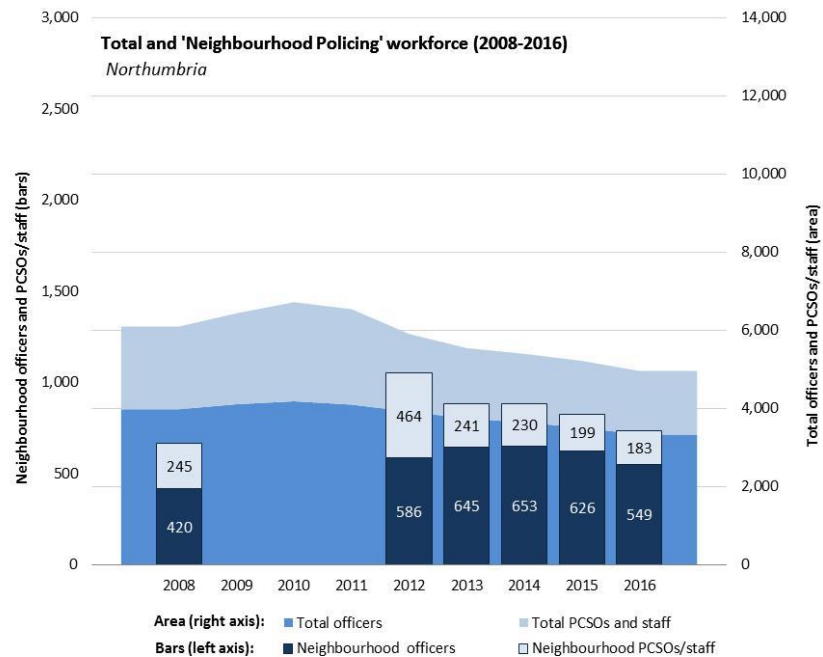
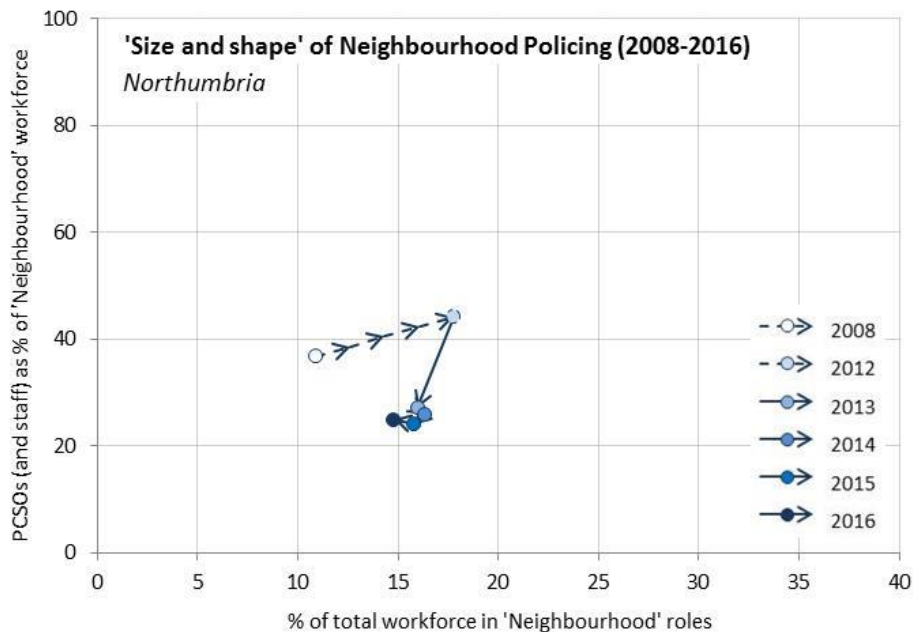
Northamptonshire

Type: Consistent traditional



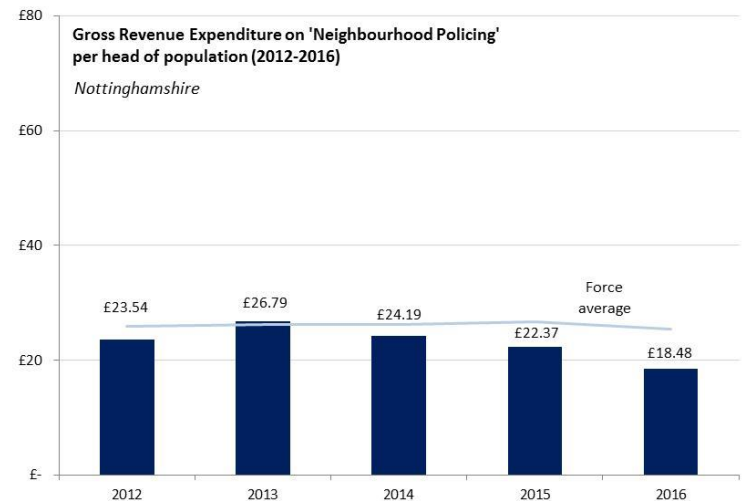
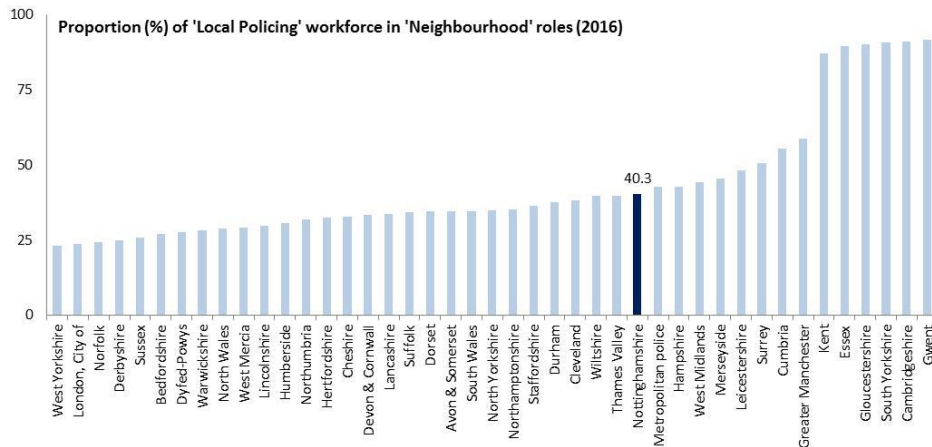
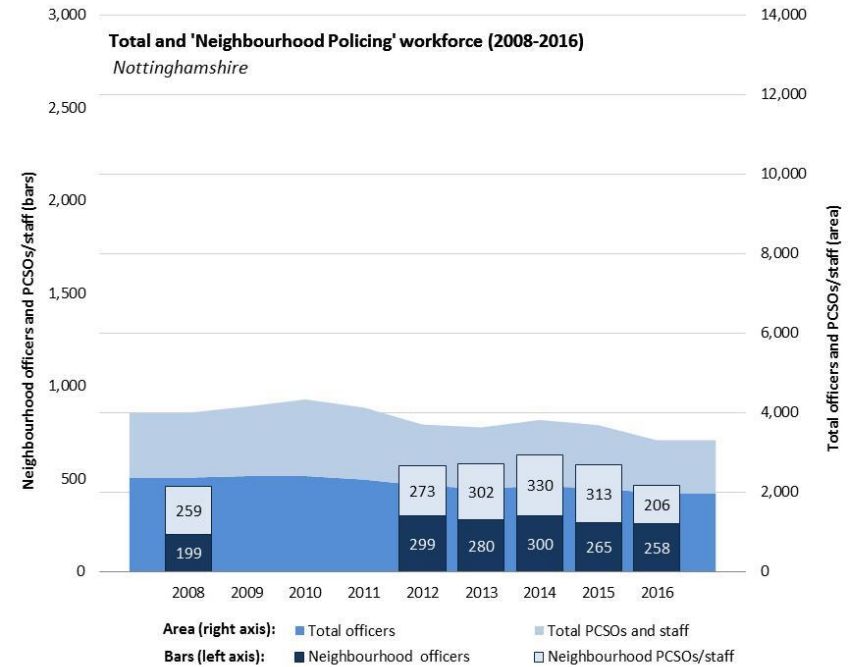
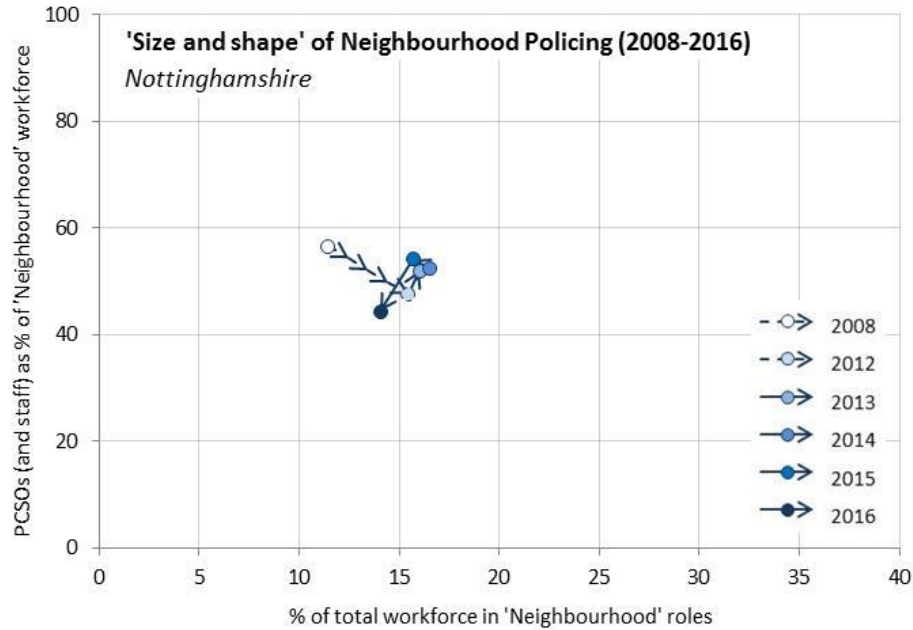
Northumbria

Type: Officer preserver



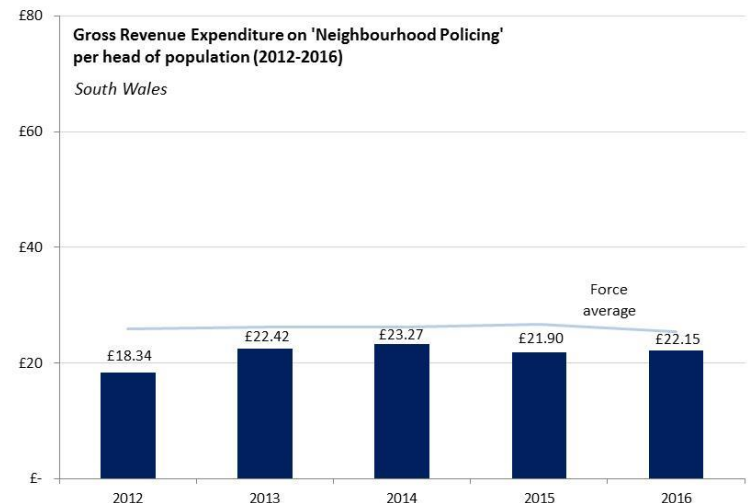
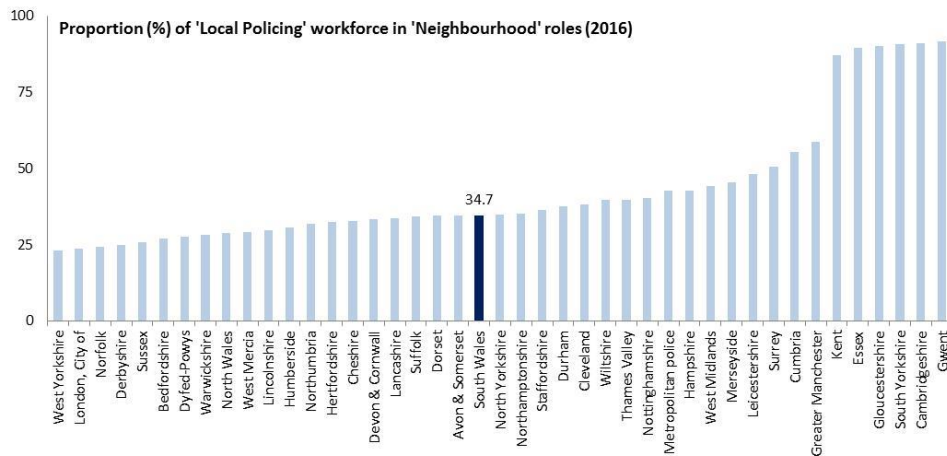
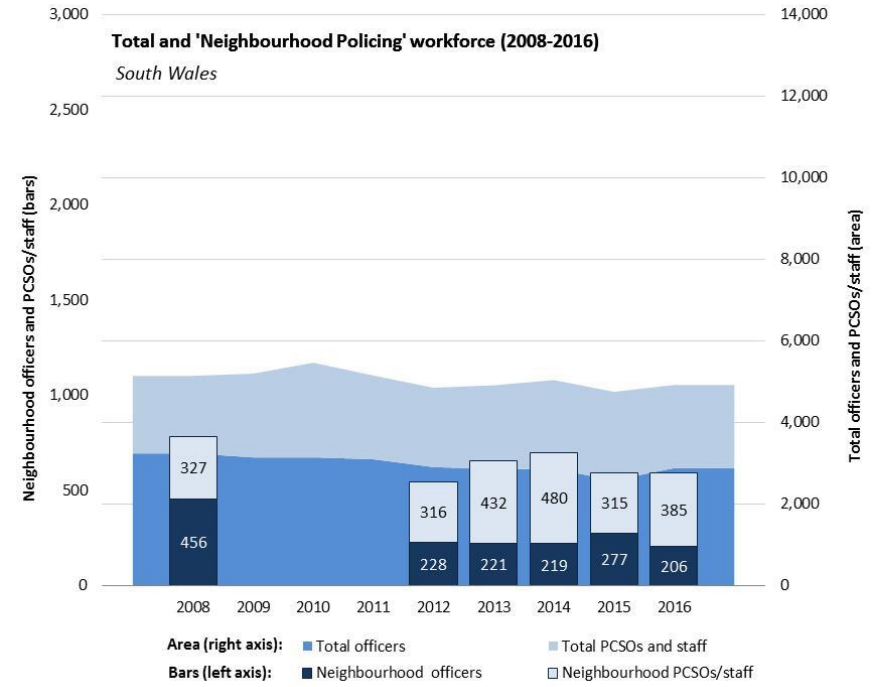
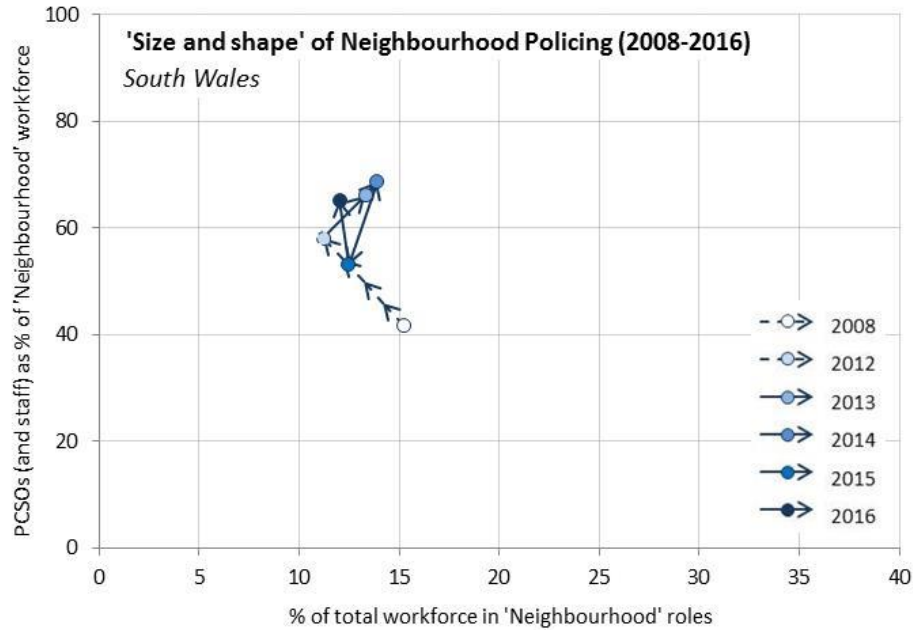
Nottinghamshire

Type: Consistent traditional



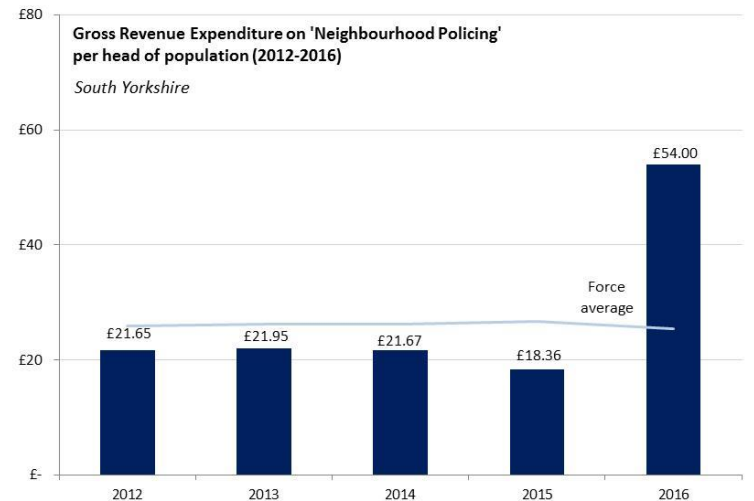
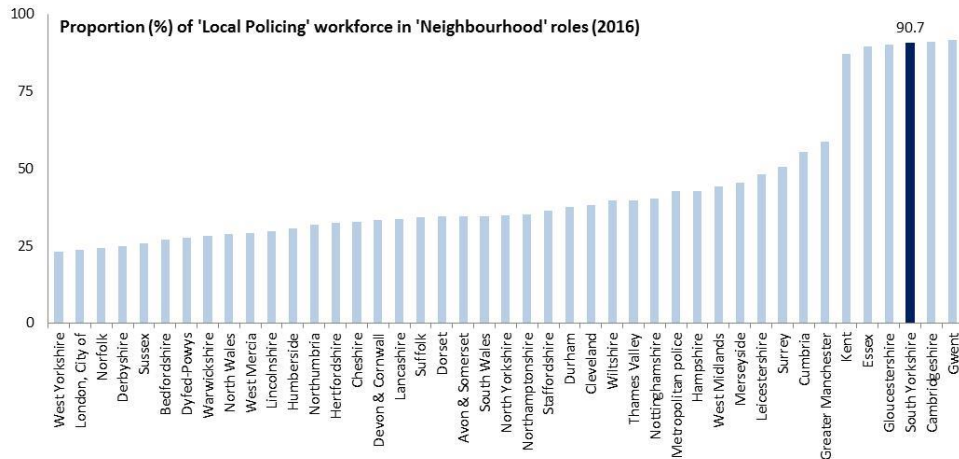
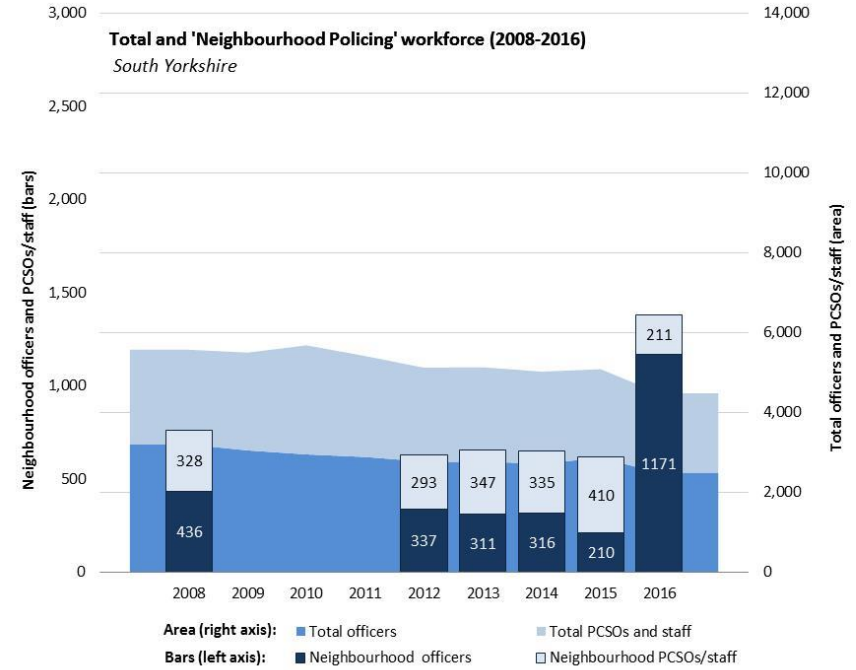
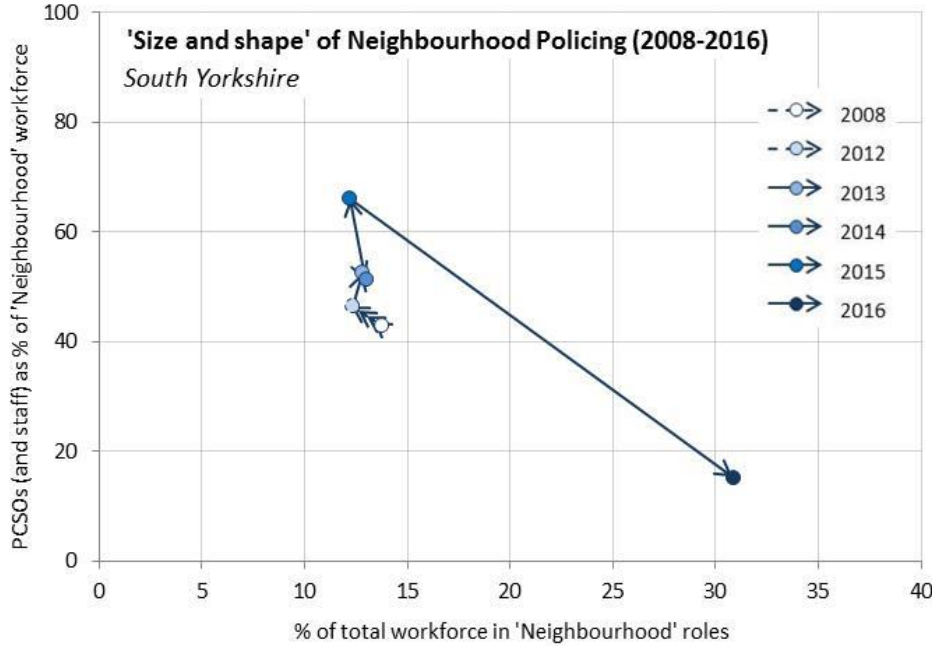
South Wales

Type: Civilianised rural



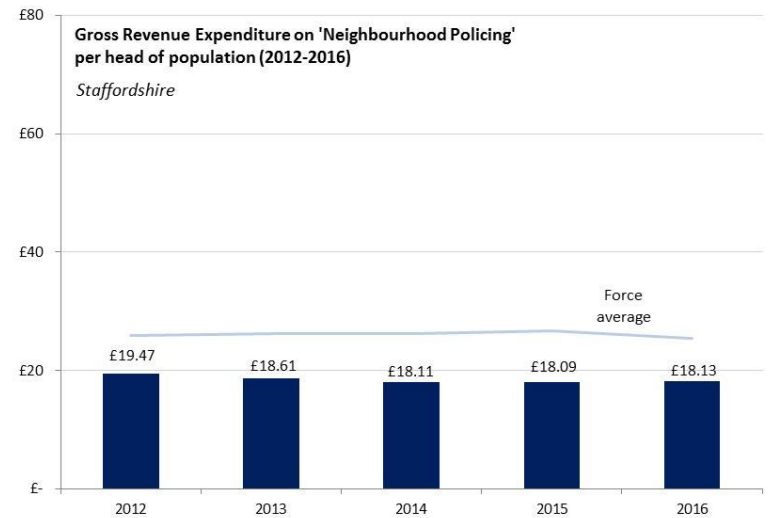
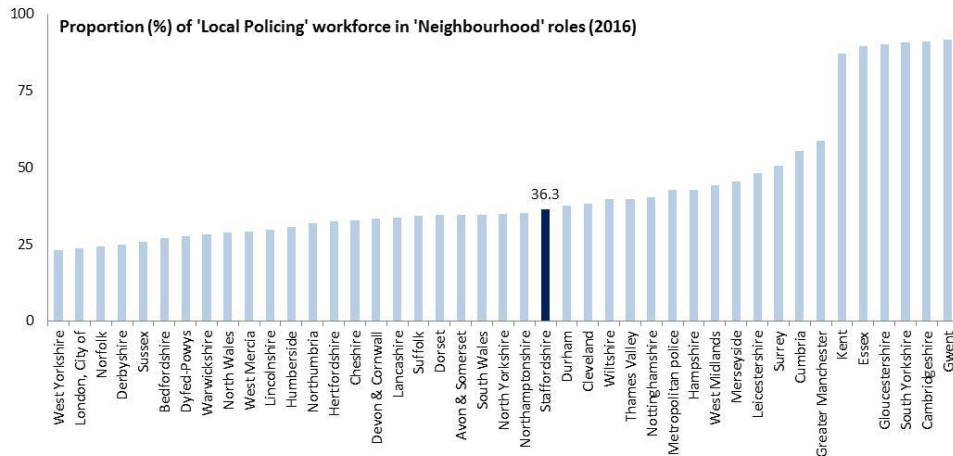
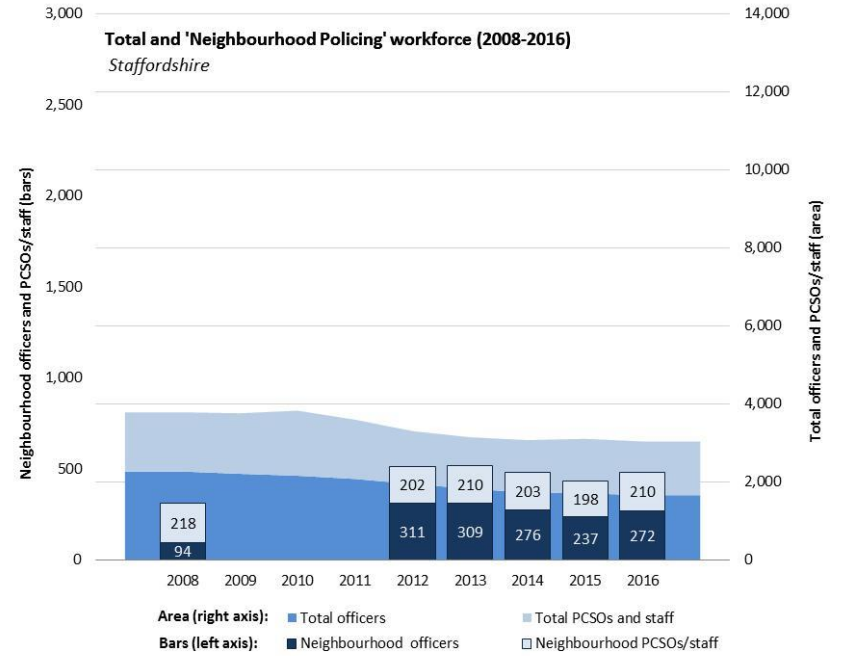
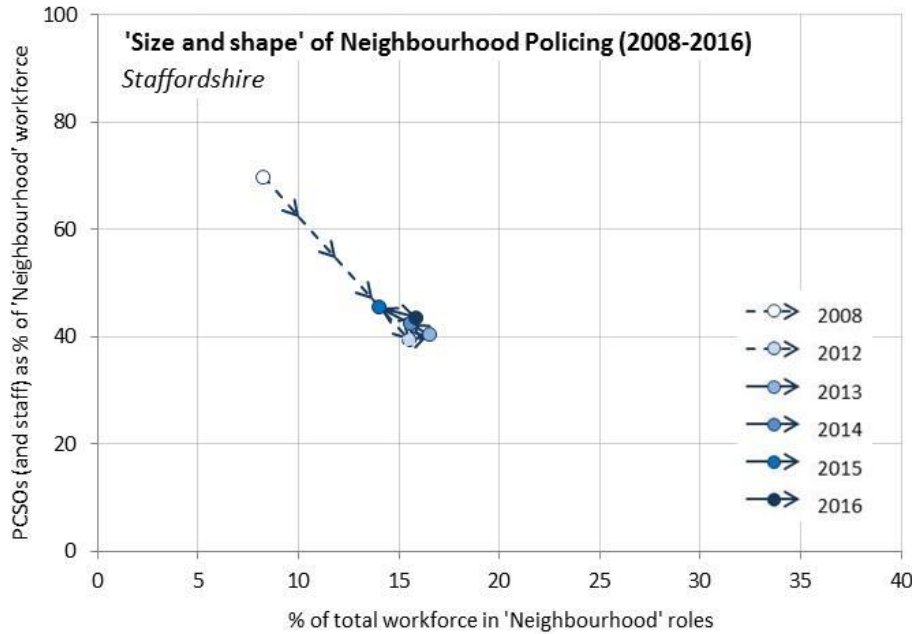
South Yorkshire

Type: *Integrated hybrid*

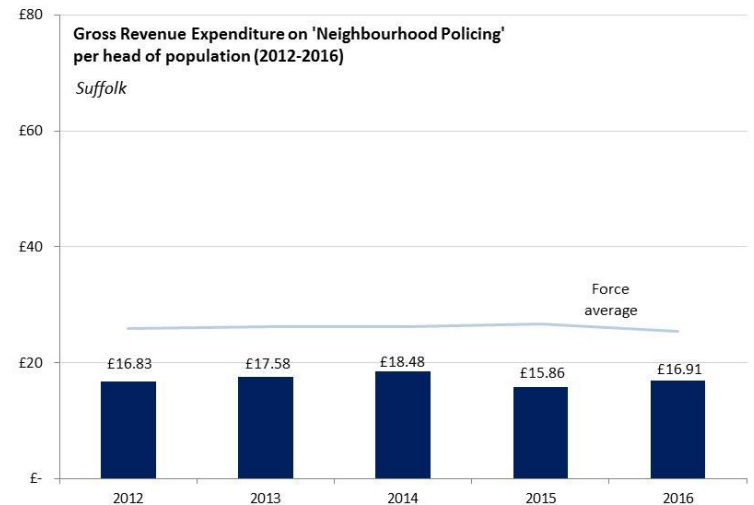
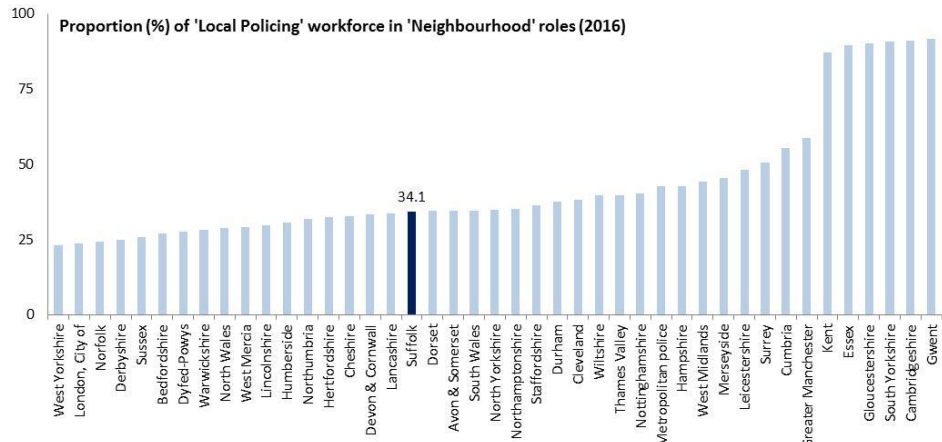
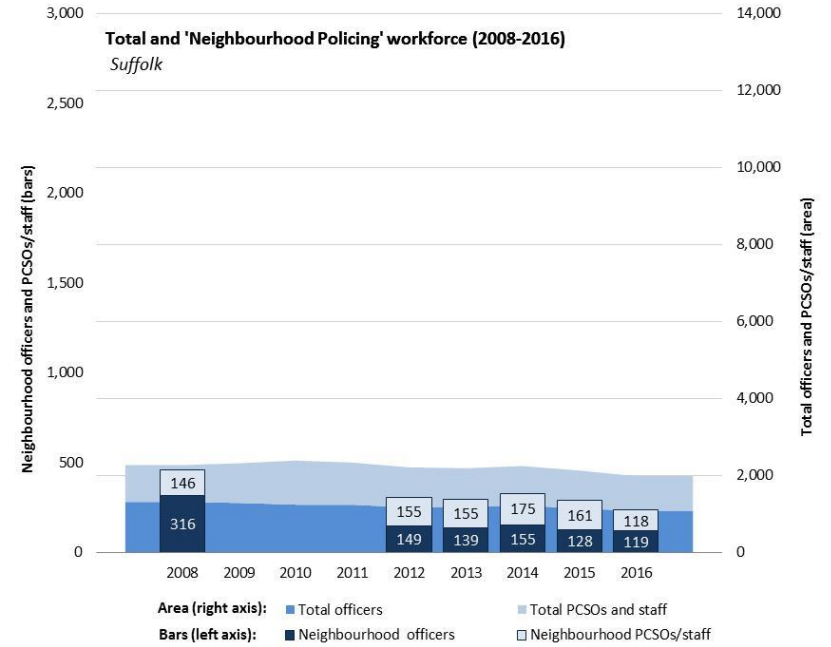
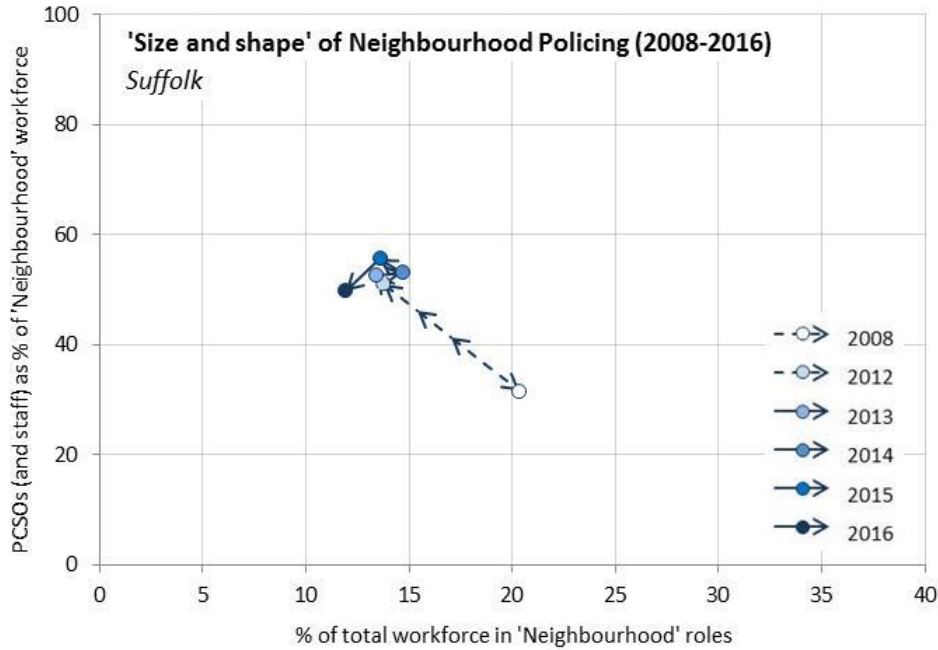


Staffordshire

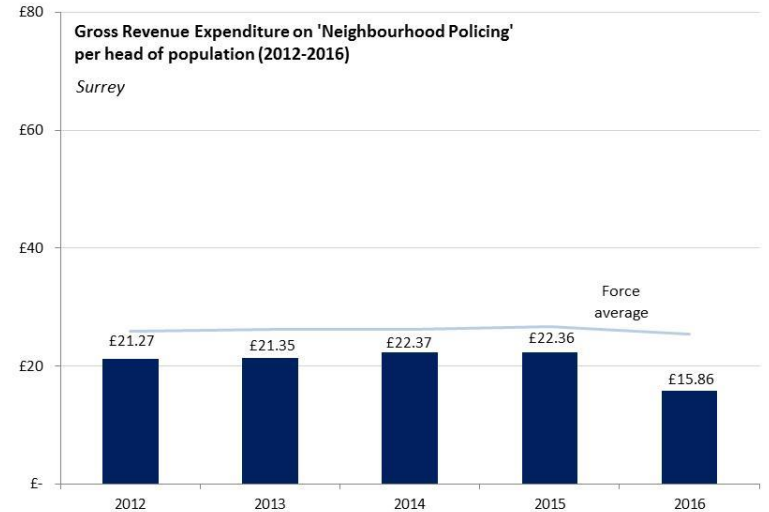
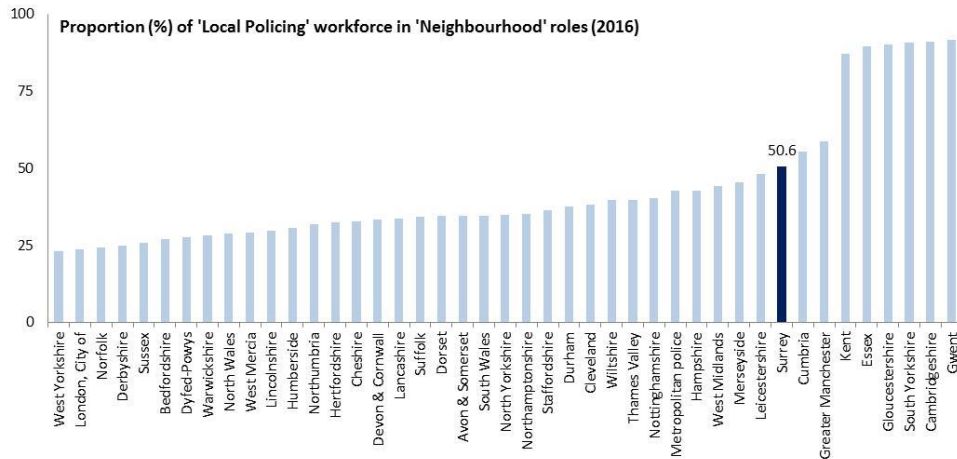
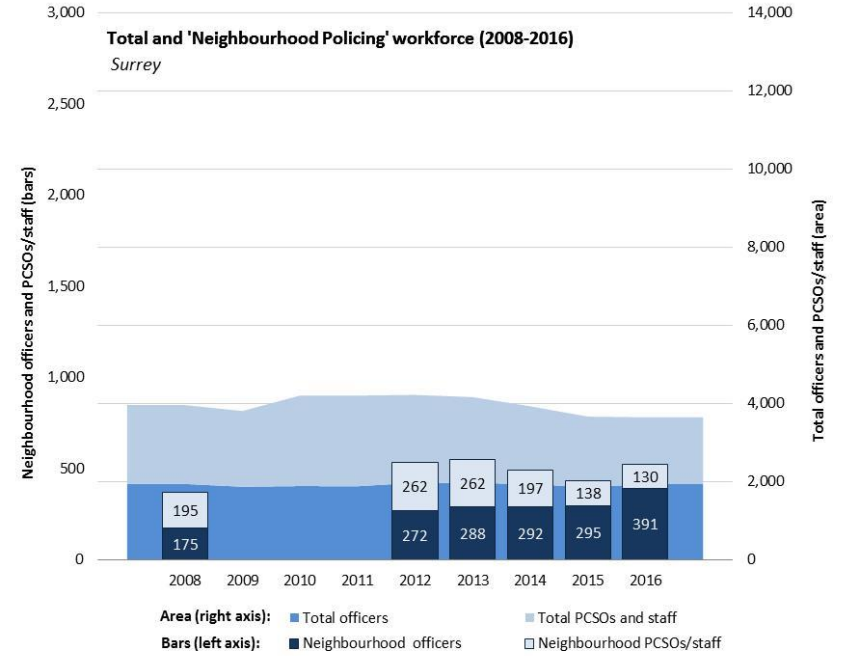
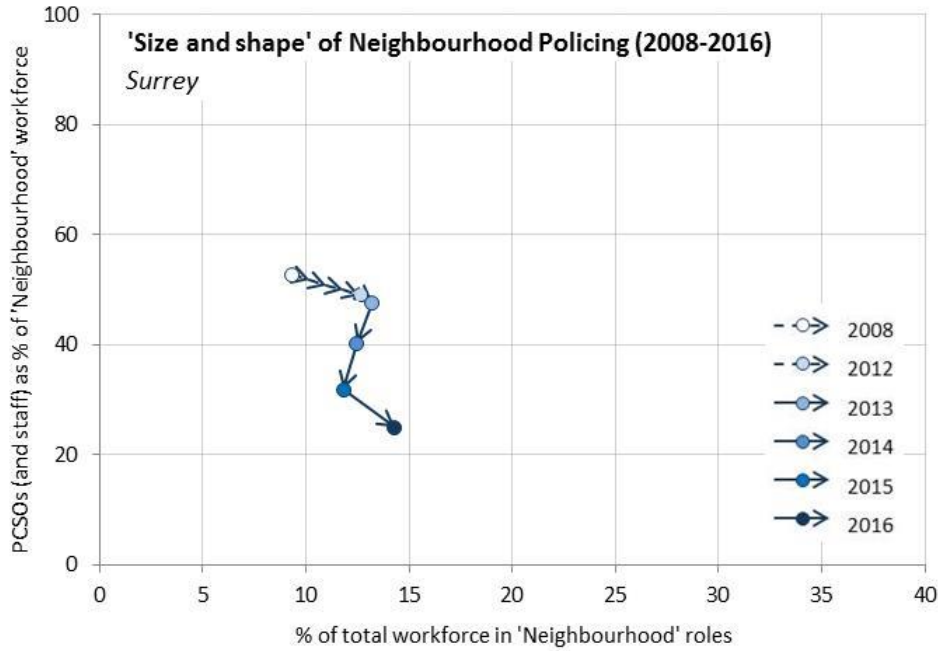
Type: Consistent traditional



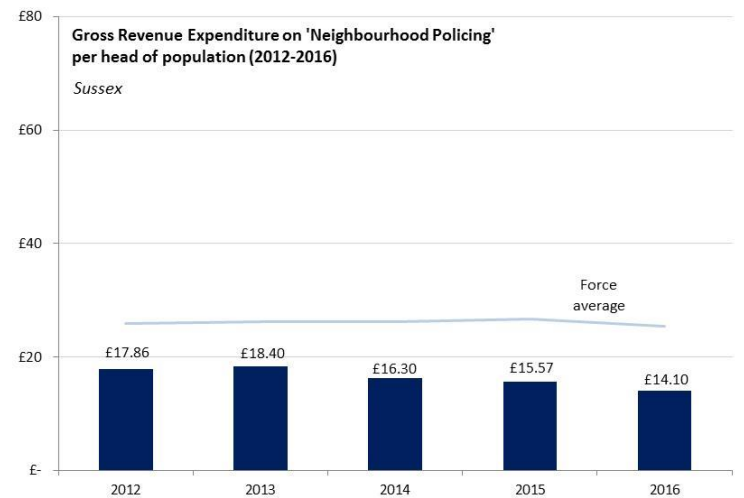
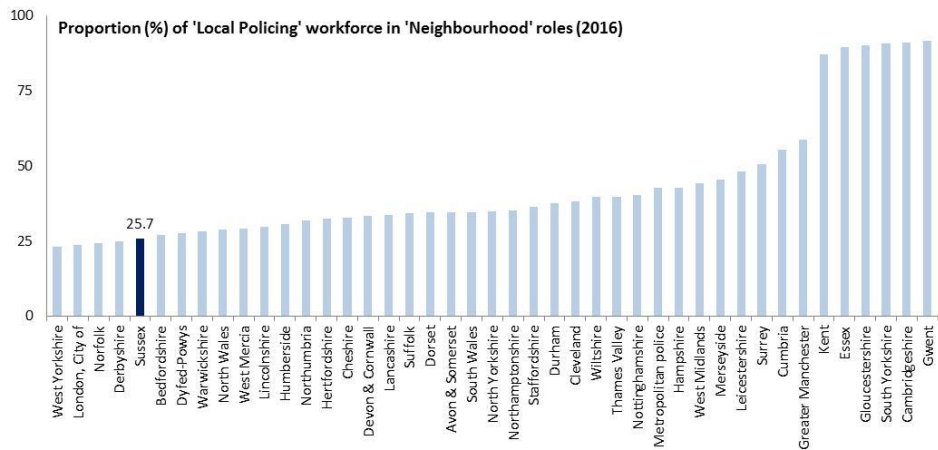
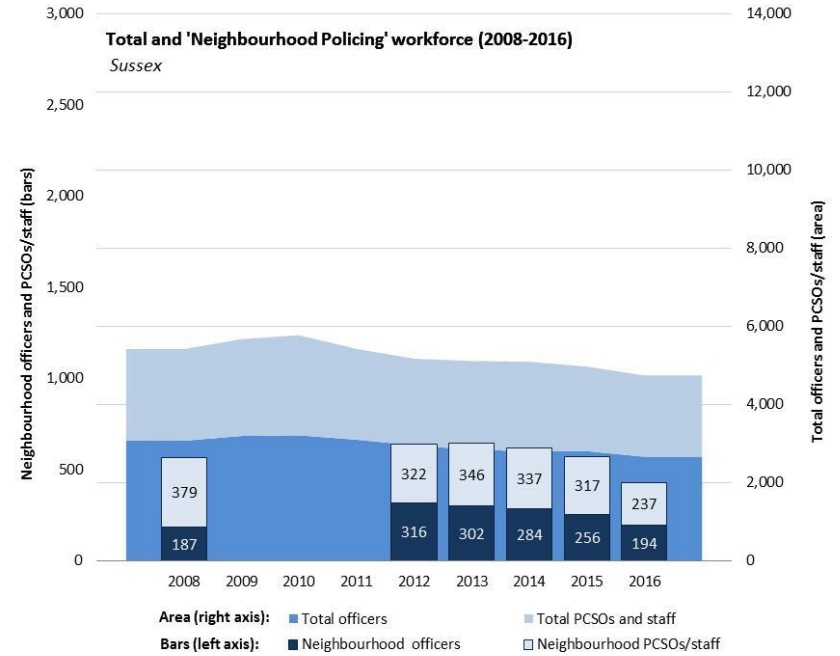
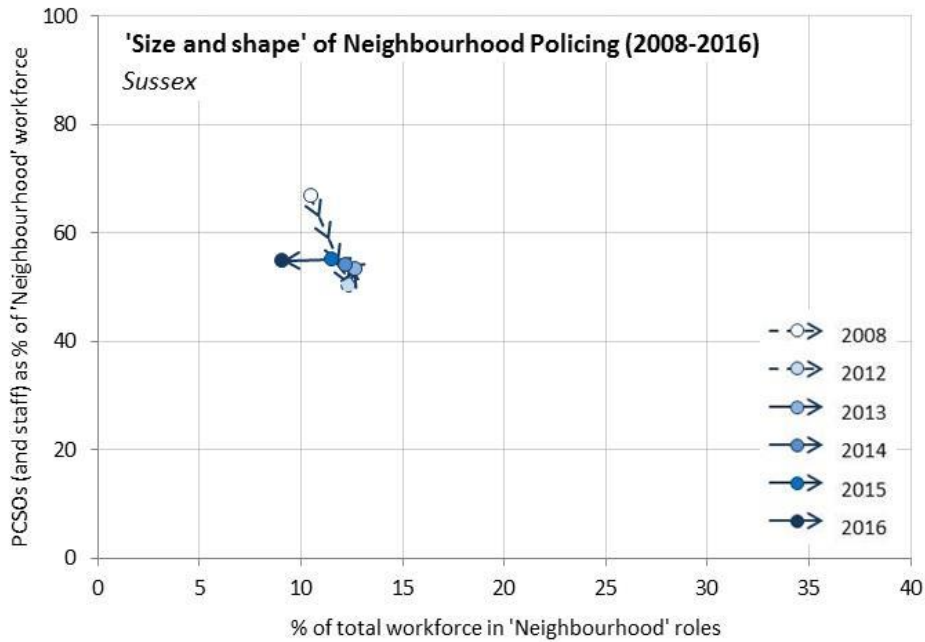
Type: Consistent traditional



Type: Officer preserver

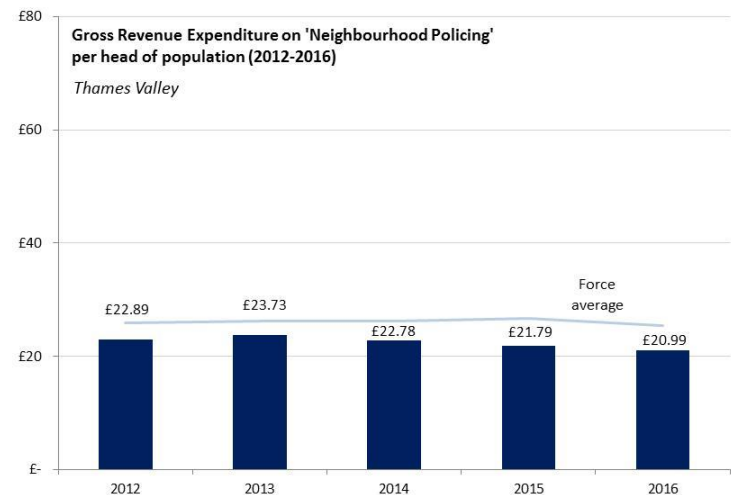
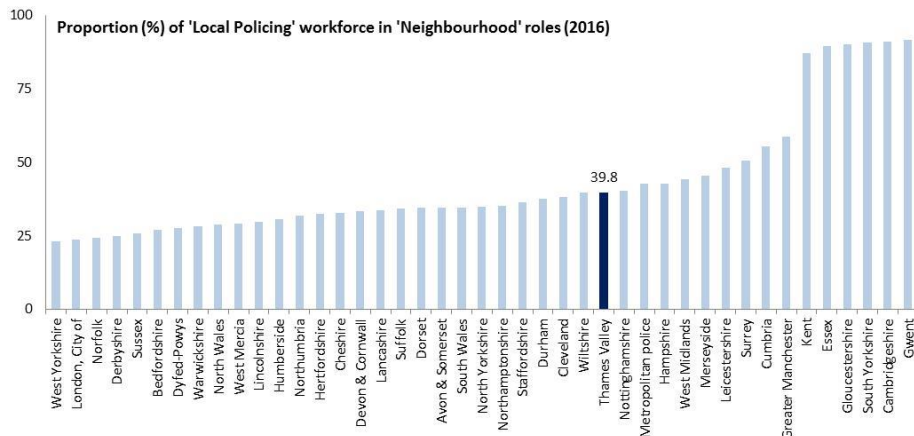
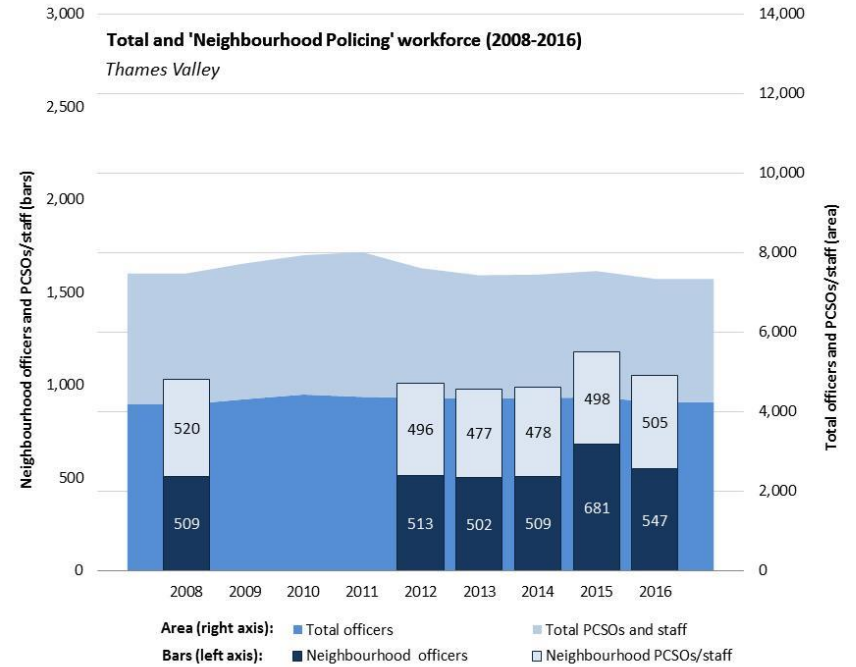
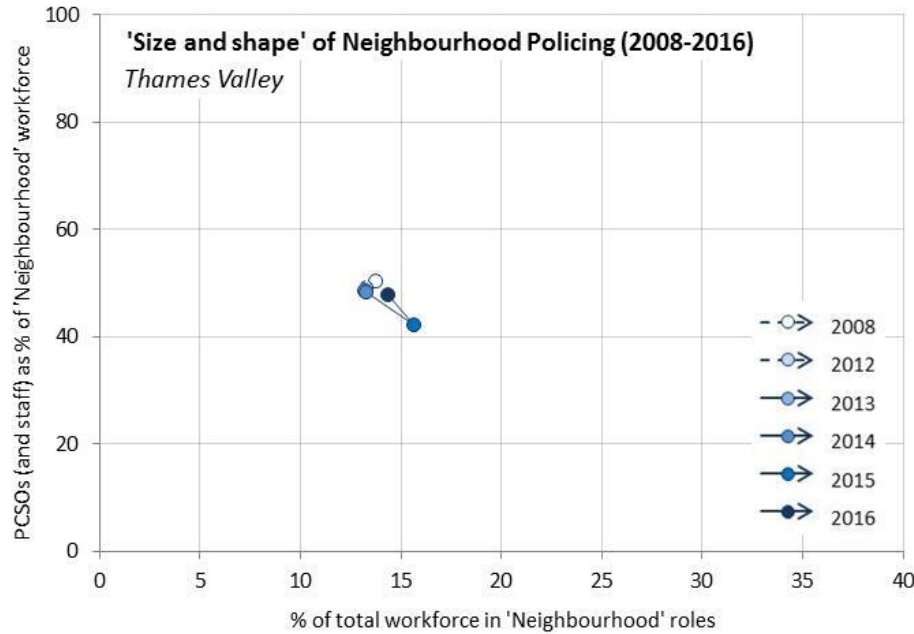


Type: Consistent traditional



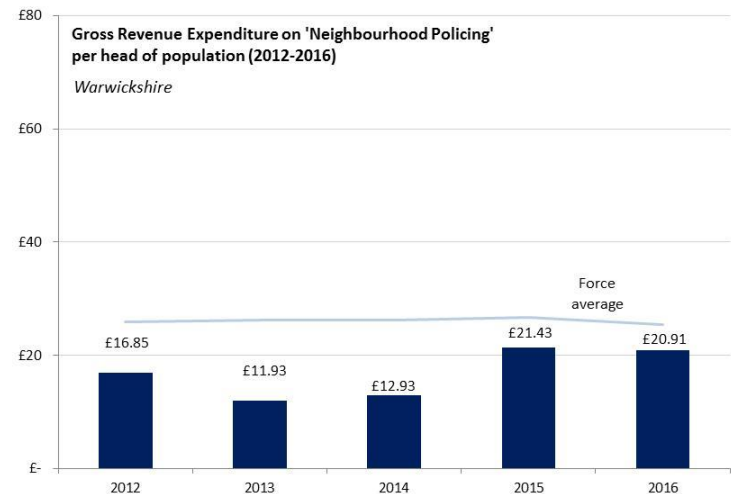
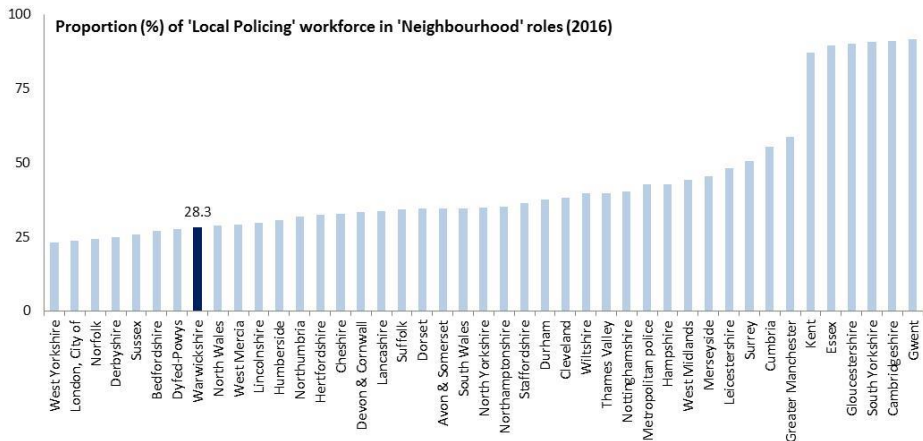
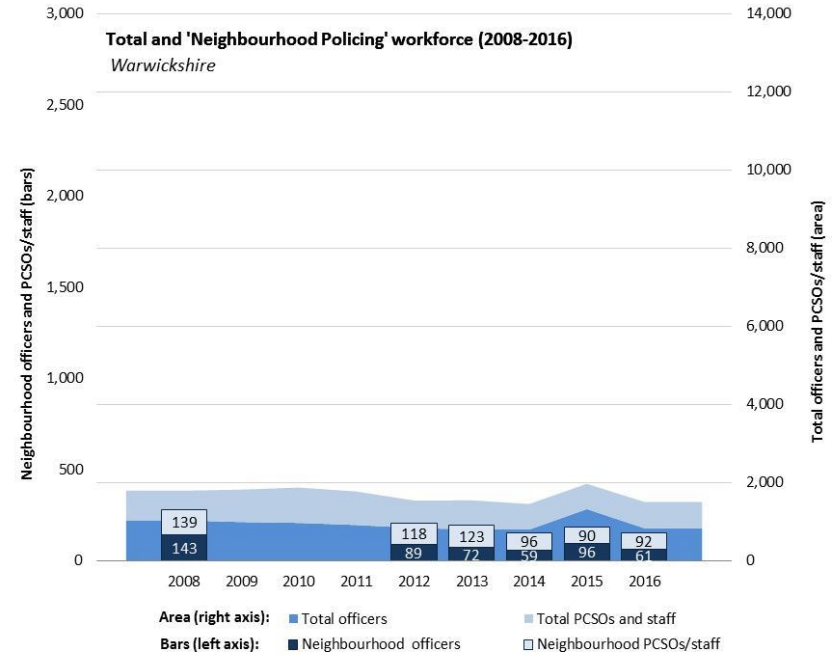
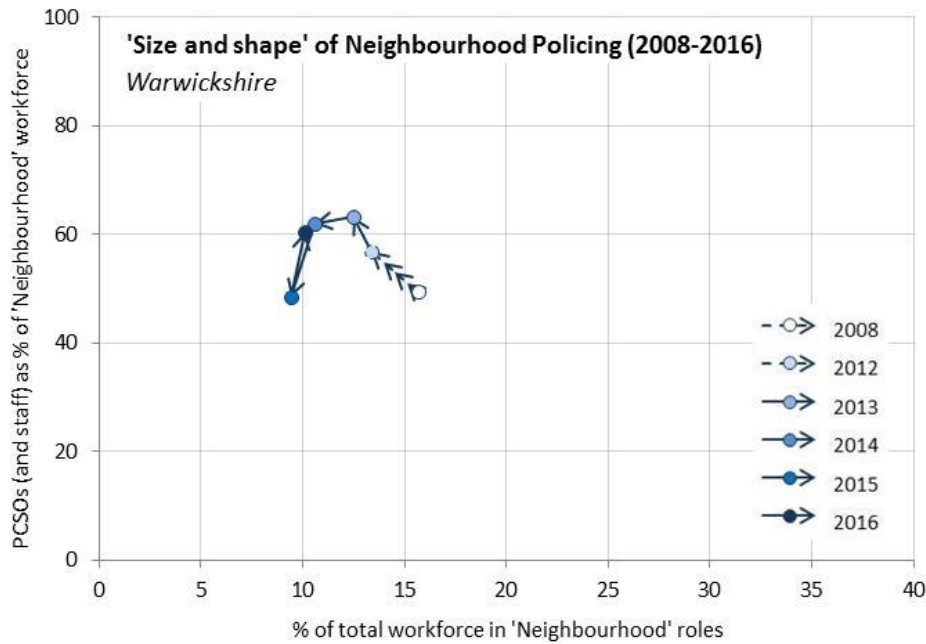
Thames Valley

Type: Consistent traditional



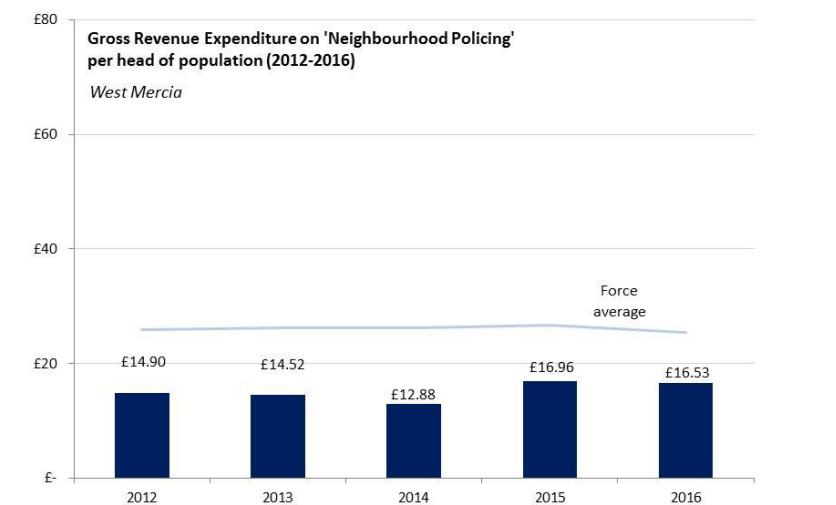
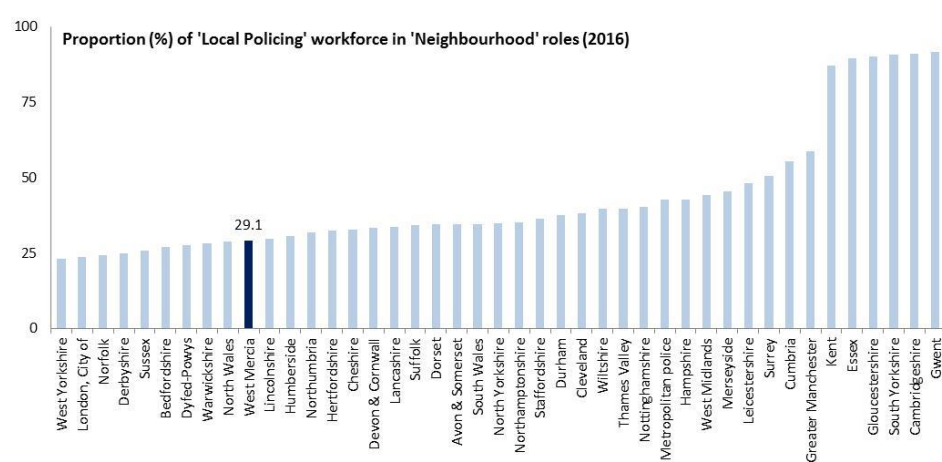
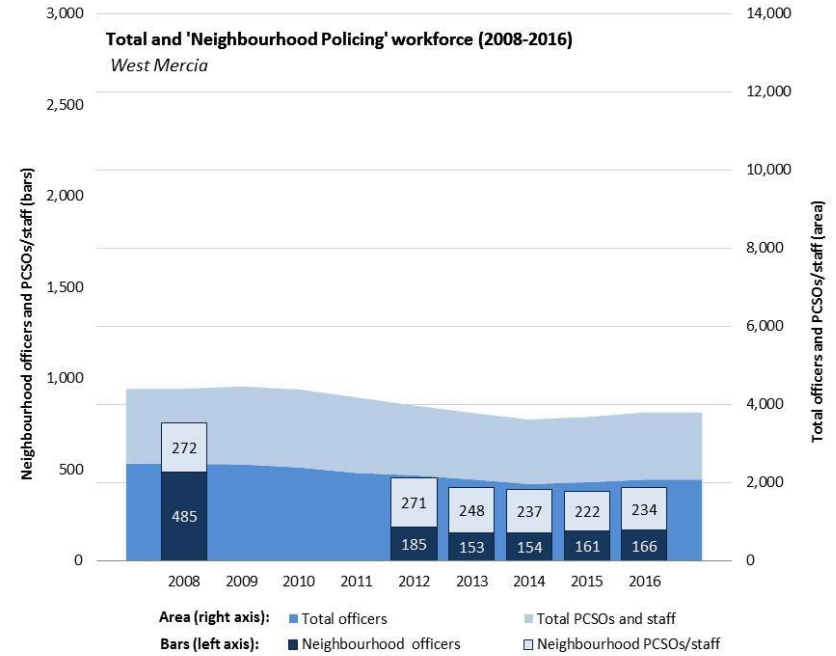
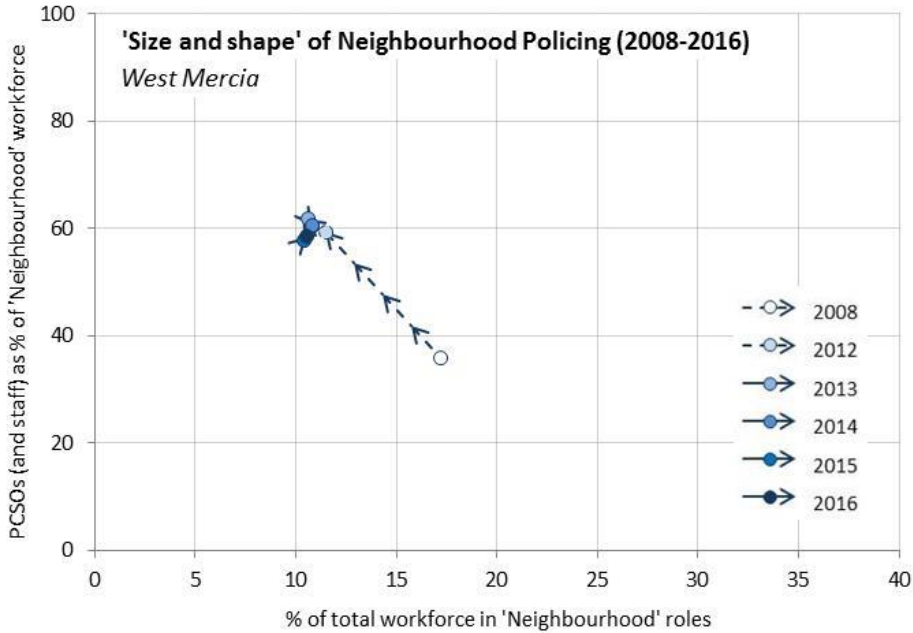
Warwickshire

Type: Civilianised rural



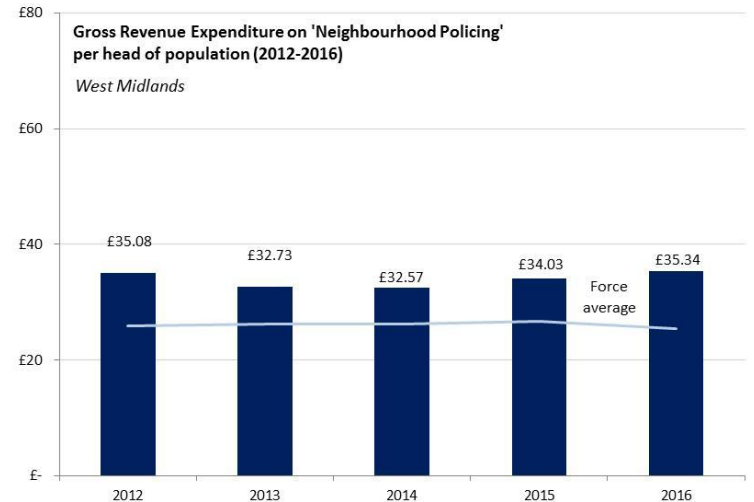
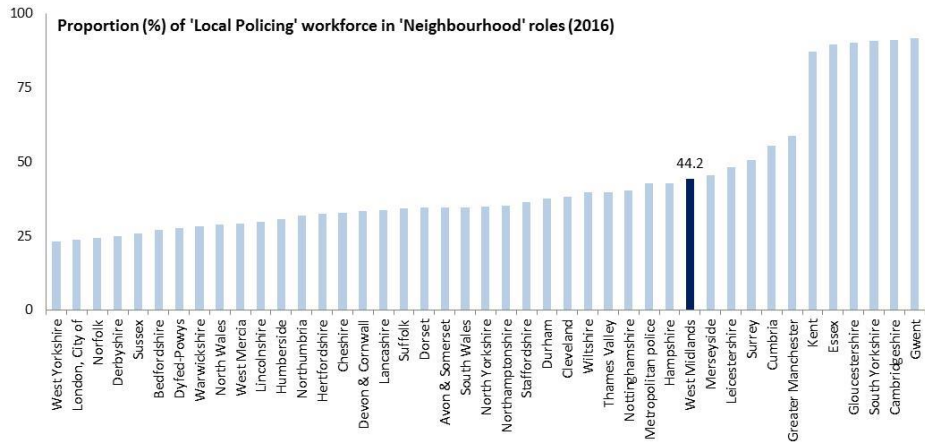
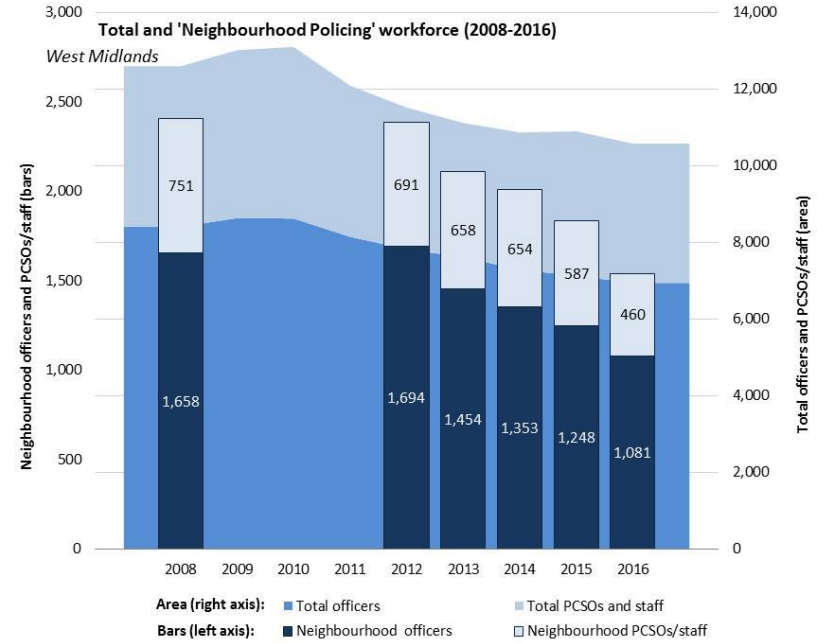
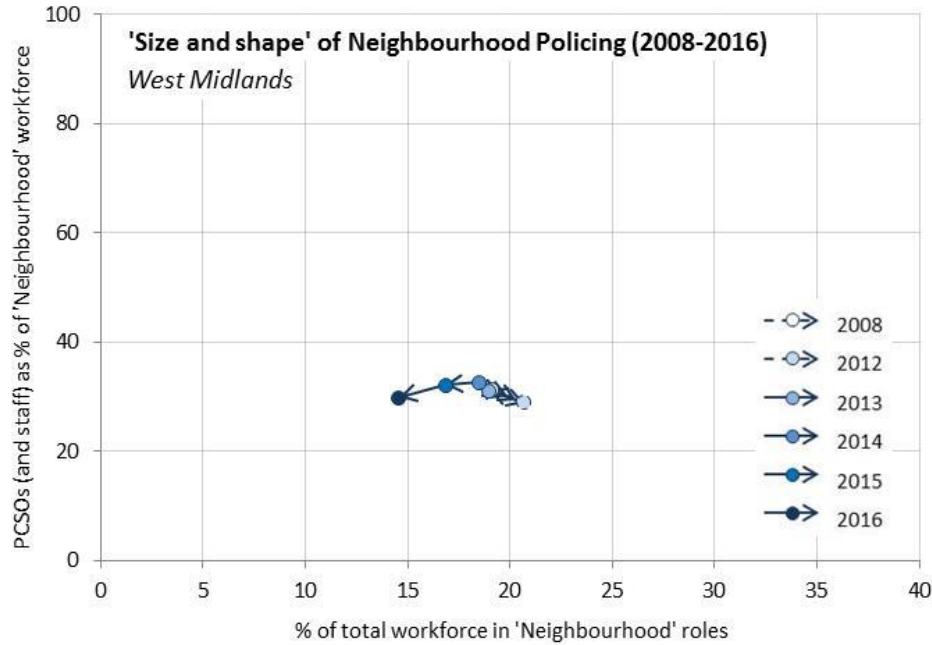
West Mercia

Type: Civilianised rural



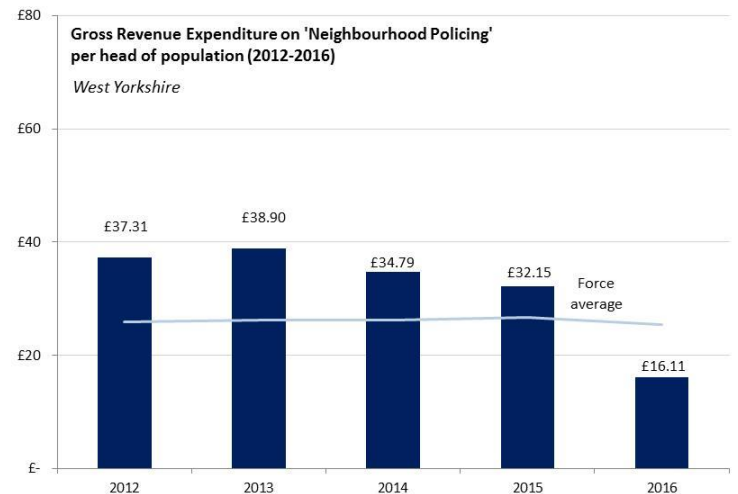
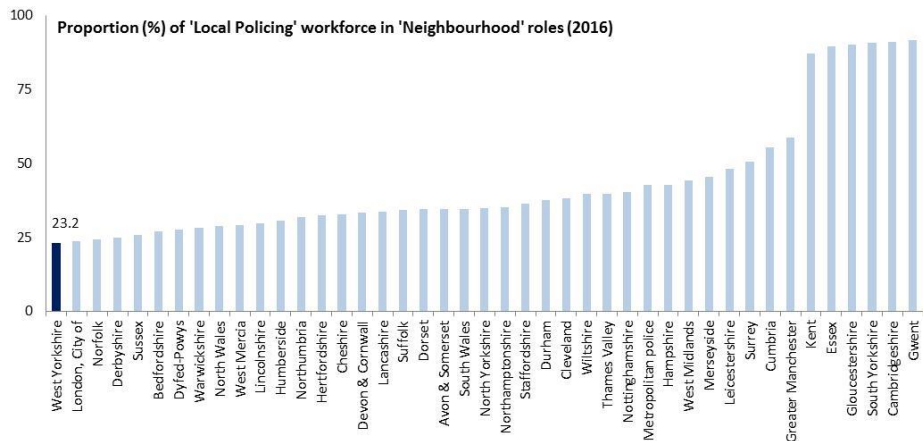
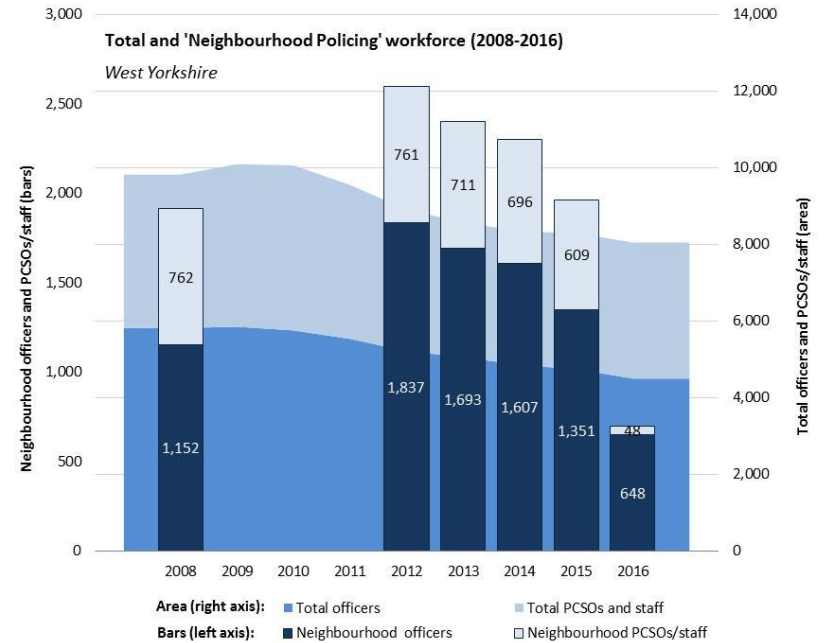
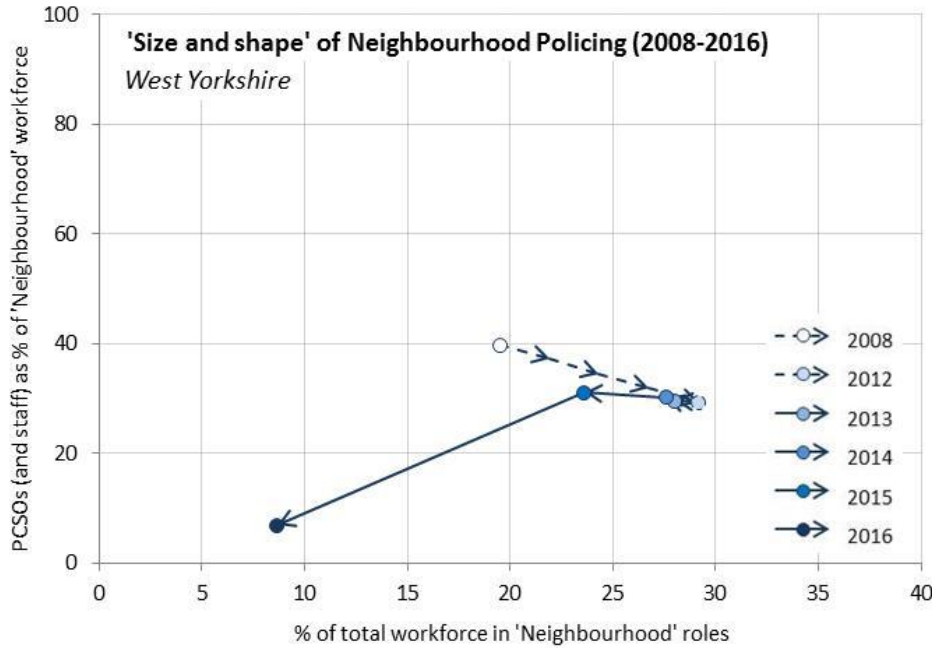
West Midlands

Type: Robust purist

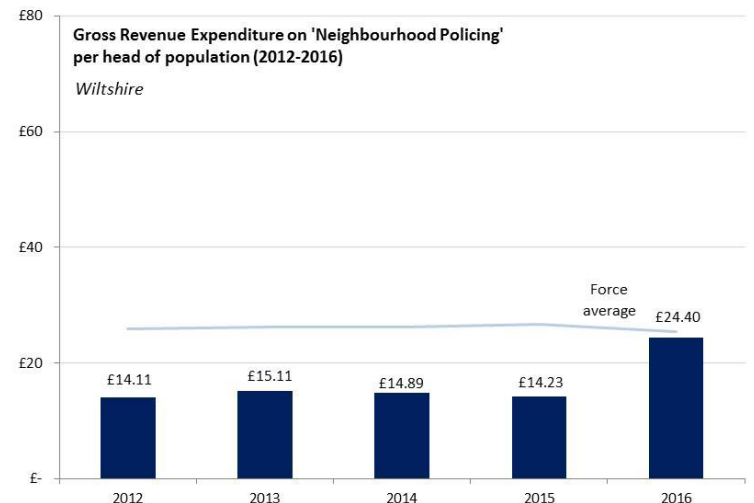
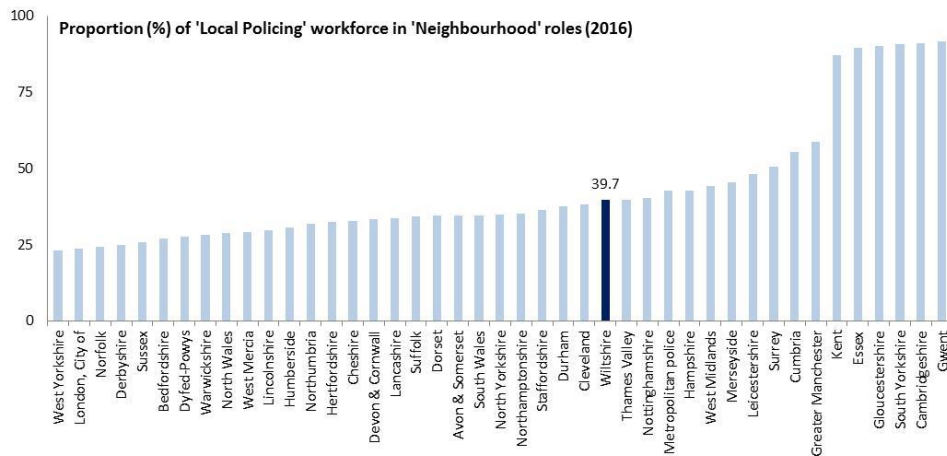
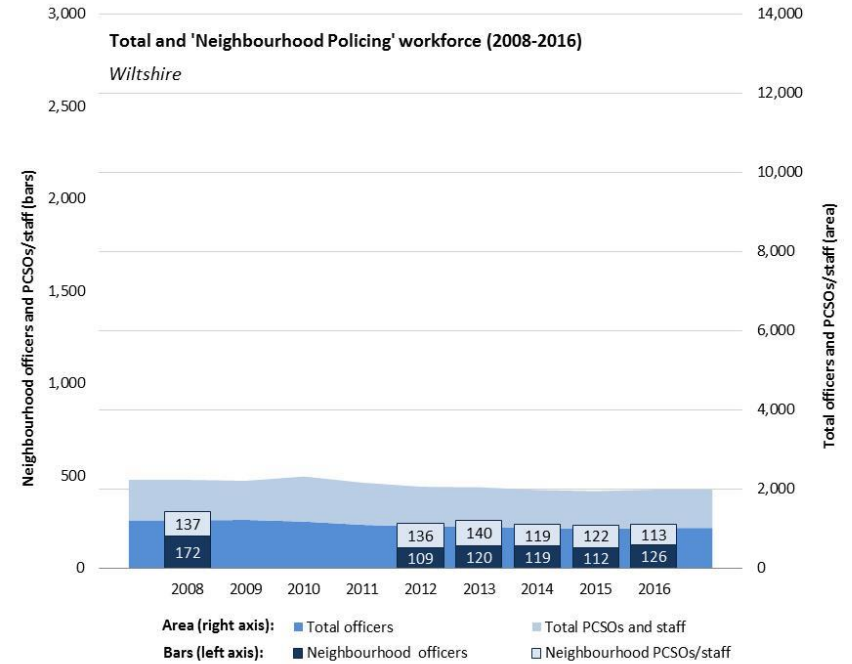
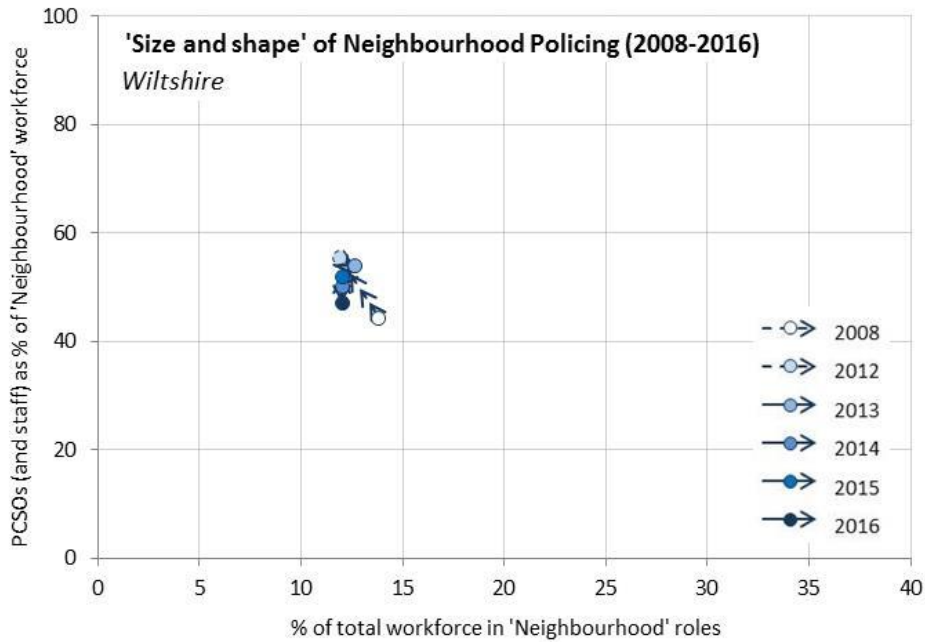


West Yorkshire

Type: *Outright outlier*



Type: Consistent traditional



The data used in these charts has principally been drawn from three sources:

- 1) Workforce data on the numbers of Full Time Equivalent (FTE) officers, PCSOS and staff employed by forces has been drawn from [Home Office Police Workforce Statistics](#). For each year the more comprehensive March edition has been used, which gives a snapshot of the headcount on 31st of that month each year. From 2012 onwards this data includes a functional breakdown including the number of officers, PCSOs and staff allocated to 'Neighbourhood Policing' and to 'Local Policing' (a wider category covering 'Neighbourhood Policing', 'Incident (Response) Management', 'Specialist Community Liaison' and 'Local Command Team').

Reflecting the diversification of local policing models, recent editions have included cautionary notes including:

2015: Essex's and Kent's Policing Model of Local District Policing teams includes multi-skilled officers who deal with both response and neighbourhood policing.

2016: Some forces are not able to make a clear distinction between certain functions and therefore record the majority of, or all, employees under one function. This is particularly apparent for the 'Neighbourhood Policing' (1a) and 'Incident (Response) Management' (1b) functions.

Notes

- 2) In 2008, HMIC inspected all forces on *Neighbourhood policing and developing citizen focus policing*. Force level inspection reports include the number of officers and PCSOs delivering 'Neighbourhood Policing' functions at that time (with one exception, Essex) . These have been used to derive data on the neighbourhood workforce for that year. Due to the inconsistency of the sources used, the 2008 data-points should be treated as an indicative comparator. (See for example page 5 of the inspection report for [Avon and Somerset](#); all force reports are available via the [HMIC website](#)).

- 3) Data on Gross Revenue Expenditure (GRE) on 'Neighbourhood Policing' is sourced from Police Objective Analysis (POA) data published within HMIC's [Value for Money](#) datasets. This is financial data reflecting the whole year (as opposed to the snapshot head-count reported in the Home Office workforce data), it usually appears broadly consistent with the workforce data but occasionally diverges from in unexplained ways (see for example Dyfed-Powys).

This data is presented per head of force-area population (see data for [2010](#), [2013](#), [2014](#), [2015](#)). Missing years have been estimated assuming steady population change. A small adjustment has been made for inflation.