



# Northamptonshire Police Neighbourhood Policing Blueprint

**Policing with purpose**

# Chief Constable's Statement



**Nick Adderley**  
Chief Constable

**Policing takes on many forms and is integral to the health and sustainability of every community we serve. Without proper, accountable, accessible and effective policing the growth and prosperity of those communities are stunted and opportunities are wasted leaving room for issues to develop and crime to flourish.**

At the heart of my policing philosophy is the need to build stronger relationships with communities, to use the skills of those who work in policing and other public services in order to generate a dynamic which places people and problem solving at the very centre of our joint mission; to create a safer Northamptonshire.

As Chief Constable I have made a promise to the public of Northamptonshire that I will develop and lead a force which is flexible, adaptable and capable of serving all four corners of the county from the most deprived areas in urban conurbations to the wide expanses of rural Northants. I also made a promise that we would become more accessible, visible, contactable and better connected to those communities in order to understand, focus and deal with the issues affecting them, therefore delivering outstanding policing services and improving the quality of life for every citizen we serve.

In order to achieve this, it vital that I put **bobbies back on the beat**, putting them right at the heart of those communities and building enduring relationships which enables those partnerships to prevent crime, detect crime, create a sense of togetherness and security as well as seeking every opportunity to create life chances and opportunities for those who might otherwise have taken a different route towards a life of crime.

In doubling the number of Neighbourhood Beat Officers over the next 18 months, with more officers coming later in 2023, the vision of a better connected, accessible, visible and contactable police service starts to become a reality. This is the future of Northamptonshire Police; a force that understands, listens, anticipates, problem solves and reacts to issues at the earliest opportunity, a force which bears down heavily on those who commit crime and anti-social behaviour yet one which works with communities and individuals to divert them away from such activity where possible.

I believe that by putting bobbies back on the beat we will provide the right connection and service, a service that the public deserves and quite rightly expects.



**A strong Local Policing model is vital in our mission to 'fight crime and protect people'.**

# Commissioner's Statement

**As the voice of the public in matters of policing and crime, I know very well the power that visible, accessible local policing has to increase confidence and engagement. Wherever I go around the county, people tell me that they want to see this focus on their local priorities and on tackling problems at the earliest opportunity.**

It gives me real satisfaction then, to be able to launch Northamptonshire Police's new focus on neighbourhood policing.

This renewed approach to policing local communities is fundamental, increasing the Force's ability to be proactive rather than responsive and creating that vital connection with the community that will build confidence, fuel the engagement that will drive local intelligence and underpin work to fight crime and protect people.

Neighbourhood policing has always been a key priority but in recent years, we have had to rebuild and strengthen the emergency response and specialist investigative areas such as online abuse and modern slavery. These issues are, of course, important, but not always so visible to local people.

Over the last four years, thanks to the support of local council taxpayers and aided by the government's uplift funding for recruitment, we have made significant investments in local policing that has now made this new focus possible.

So, what will change? I am confident that residents will see a new engagement with their local policing teams and be able to identify the police officers who are able to deal with the issues that matter to them in their area.

There will be a visible presence, targeting people committing crime and anti-social behaviour on a local level.

And that local focus will strengthen the Force's work with partners on projects that tackle specific issues.

I am committed to tackling and reducing crime and anti-social behaviour in Northamptonshire and I am more confident than ever before, that this truly local focus will achieve those results.



**Stephen Mold**

Northamptonshire Police, Fire and Crime  
Commissioner

# Background

**Neighbourhood Policing has remained the cornerstone of policing in Northamptonshire, with local teams providing the key interface between the Force and local communities.**



In 2010, financial pressure was applied to all public services, leaving those organisations with difficult decisions to make regarding the allocation of finite resources. Northamptonshire Police was no exception, seeing a reduction in police officers and police community support officers across the Force. This reduction was felt most by communities in the form of allocated officers into neighbourhood policing; it is in this area of policing that this strategy addresses.

With the support of local taxpayers and an increase in the number of police officers across the UK, Northamptonshire Police is putting bobbies back on the beat into those communities, to help reduce crime and anti-social behaviour as well as building those relationships that are vital in creating a safer Northamptonshire.

The Northamptonshire Police approach to reinvigorating neighbourhood policing, through this strategy, has been supported by Her Majesty's Inspectorate of Constabulary, Fire and Rescue (HMICFRS), recognising that this business model allows for a more proactive way of policing, working with partners and communities, to deal with root cause issues before they develop.

## Our Objectives

### The key purposes of neighbourhood policing for Northamptonshire Police will be:

- ➔ **Crime Fighting** - Intelligence led, targeted operational activity, to tackle crime and anti-social behaviour.
- ➔ **Problem Solving** - Targeted on matters identified as priorities through police and partnership cooperation.
- ➔ **Engaging Local Communities** - Engagement in support of fighting crime, protecting people and building trust and confidence.



*"From my perspective, neighbourhood policing is crucial to the success of the force and must be developed in such a way that it provides that visible and accessible face of policing whilst at the same time spearheading the activity, problem solving and proactive policing element thereby creating trust and opportunity."*

Chief Constable Adderley

# Neighbourhood Strategy



## Crime Fighting and Targeted Activity

We will create a hostile environment for criminals, targeting activity towards offenders based on intelligence, to reduce crime and anti-social behavior. We will be proactive and will make of specialist resources when required.



## Engaging communities

We will provide a visible presence and be accessible to our communities, deploying to hard-to-reach and neglected communities based on local information. We will work with our partners to identify and address issues of vulnerability and provide support to those who need it.



## Problem Solving

We will work with communities and our partners to deal with local crime and anti-social behavior issues, using a recognised problem-solving model to ensure consistency and to keep a record of actions taken and their effectiveness. We will involve local people in the problem-solving process, empowering communities to create self-sustaining solutions.



## Place-based Policing

Each neighborhood area will have clearly identified officers, who will have full ownership and accountability for dealing with the crime and anti-social behaviour in their area. They will be there to deal with issues raised by the community and local people will know their name, face and have contact details for them.



## Promoting the right culture whilst developing officers, staff and volunteers

We will treat people fairly, with dignity and respect and be open and honest at all times. We will use innovative techniques to identify all sectors of our communities and promote healthy engagement to develop greater trust and confidence. We will strive for greater influence and representation, recognising that a one-size-fits-all policing approach is not appropriate.

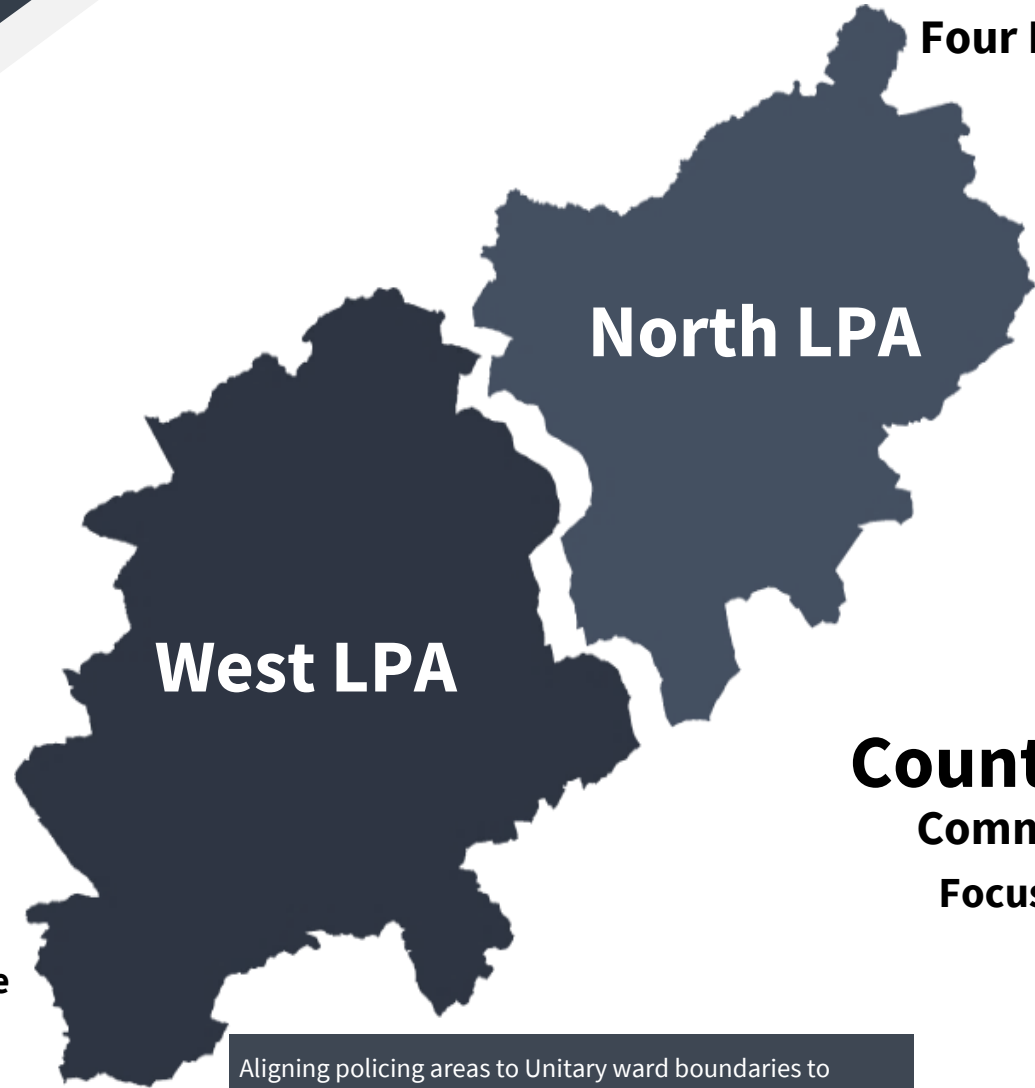


## Building analytical capability and shared learning

Our officers and staff will think analytically when dealing with the crime and anti-social behavior problems in their communities, and we will ensure they have access to the data and tools they need to do this, with the support of experts where required. Data, analysis and resources will be shared between the police and partner organisations to support this.

# Neighbourhood Policing Redefined

## North Local Policing Area



### Four Policing Sectors

- Corby
- Kettering
- East Northamptonshire
- Wellingborough

Divided into 18 Local Policing Beats, each with a dedicated team

**North LPA**

**West LPA**

## West Local Policing Area

### Four Policing Sectors

- Northampton Town Centre
- Northampton Suburban
- Daventry
- South Northamptonshire

Divided into 18 Local Policing Beats, each with a dedicated team

## Countywide

### Community Safety Department

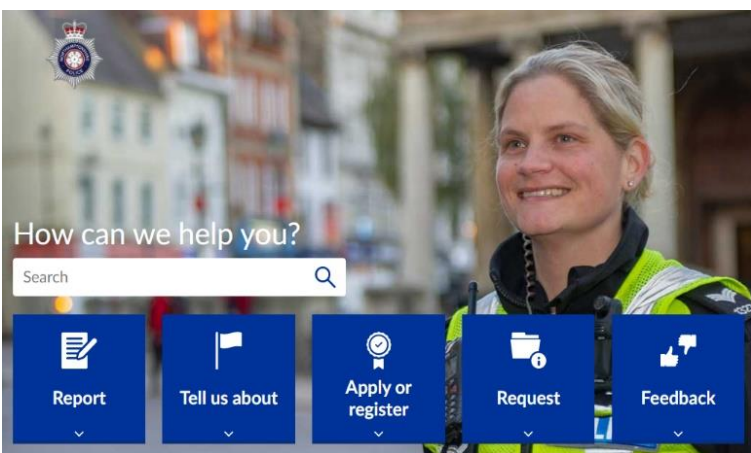
#### Focused on:

- Anti Social Behaviour Support
- Hate Crime
- Crime Prevention
- Rural Crime
- Arson Task Force
- Licensing

Aligning policing areas to Unitary ward boundaries to create a consistent approach linked into council services and local councillors. Creating a local team that deals with local issues and giving countywide coverage to ensure the most rural communities within the county have ready access to policing services and are engaged and consulted with when creating local priorities. Town centre teams will be created that offer robust enforcement to ensure our urban areas are safe, thriving and accessible for all.

# Improved Accessibility and Visibility

Ensuring that each policing area has a dedicated point of contact, focussed on policing that area and accountable for all crime occurring with it



## What's happening in your area?

Get the latest crime statistics and advice, help us with appeals for information and find out what we're doing to tackle crime in your area.



Northamptonshire Police will become far more focussed on visibility and accessibility and targeted action with a clear collaborative problem-solving approach with the community.

## 01

### Know your policing team

The public will know their local officer's name and face and have contact details for them. Officers will be there to deal with any issues facing the local community. Members of the public will be able to find details of their local policing team on the Northamptonshire Police website.

## 02

### Mobile Police Stations Beat Buses

We are investing more than £100k in two mobile police stations to provide greater support to our communities and make policing services more accessible. These 'beat buses' will enable Neighbourhood Policing Teams to engage with remote, hard-to-reach communities and provide them with a local policing service. The vehicles will help to build trust and confidence and ensure local people are part of the decision-making process when tackling local issues.

## 03

### Using technology to get back on the beat

We will exploit the latest technology to make us more visible in the community. By using secure laptops, tablets and virtual devices, we will spend more time working on our beat and less time in the police station. We will engage with members of the community online, using social media and other forums to get the widest possible reach and provide the community with information and reassurance when they need it.

# Neighbourhood Police Constable defined

Performance for all police constables working on Neighbourhood Teams will be assessed based on the core principles of Neighbourhood Policing:

- Fighting crime and working in partnership
- Engagement and culture
- Problem solving, analysing and using best practice



Assessed by:

- Number of arrests
- Number of positive stop-searches
- Number of warrants
- Number of PPN submissions
- Number of incidents attended

Action intelligence linked to:

- **Community** – What we receive from our planned engagement activity and as a result of the relationships we have built
- **Partnership** – What our partners are informing us through our multi agency activities
- **Police activity** – What we gather from our attendance at incidents or planned intervention activity and linked to Force priorities
- **Observations** – Information received from targeted patrols and from being in the right areas at the right times

## Training

The Force has invested in upskilling its specialist Neighbourhood resources:

- All Neighbourhood police officers trained to 'PIP level 1' competency in crime investigation
- Two-day bespoke training package for all Neighbourhood police officers
- Crime prevention training packages delivered to all new recruits
- A Continual Professional Development training portal is available to all staff and officers for self development

A Neighbourhood Police Constable will:

- Fight crime, preventing and disrupting criminality through a proactive approach
- Identify and understand key issues and crimes most harmful to communities and have honest and open conversations with local people about the issues affecting them
- Engage with communities, empowering them to become more involved with the policing of their area
- Own problems in collaboration with partners and produce OSARA plans
- Establish Citizens in Policing schemes and support existing schemes



# Neighbourhood PCSO defined

Performance for all PCSOs working on Neighbourhood Teams will be assessed based on the core principles of Neighbourhood Policing:

- Fighting Crime and working in partnership
- Engagement and culture
- Problem solving, analysing and using best practice



Assessed by:

- Time within dedicated place – hotspot locations and high risk, vulnerable locations
- Time outside the police station
- Number of Community Engagement returns
- Number of new watch schemes
- Number PPN submissions

Volume of intelligence reports linked to:

- **Community** – What we receive from our planned engagement activity and as a result of the relationships with have built
- **Partnership** – What our partners are informing us through our multi agency activities
- **Police activity** – What we gather from our attendance at incidents or planned intervention activity and linked to force priorities
- **Observations** – Information received from targeted patrols and from being in the right areas at the right times

**A Neighbourhood PCSO will:**

- Support police officers in the initial front-line response to incidents – PCSOs are not expected to attend confrontational incidents
- Identify and understand key issues and crimes most harmful to communities and have honest and open conversations with local people about the issues affecting them
- Encourage communities to problem solve independently, contributing to building safer neighbourhoods with partners
- Build and maintain community relationships to create trust between the public and the police

## Training

The Force has invested in upskilling its specialist Neighbourhood resources:

- Dedicated Crime Prevention Officers (CPO) trained to a Level 4 Certificate in Crime Prevention for Practitioners
- Crime Prevention Design Advisors trained to a Level 5 Certificates in Designing Out Crime

## Local Policing Engagement Strategy

Engagement is at the heart of the Police and Crime Plan agreed between the Police, Fire and Crime Commissioner and the Chief Constable.

Having a clear focus and purpose to all engagement activity that is undertaken locally is imperative to ensure police officers and staff remain accessible to all.

Effective two-way communication and accessibility inspires public confidence and increases satisfaction in the service we offer. Seeking out targeted engagement activity with a clear purpose focused on the most vulnerable, is a core part of our legitimacy to do what we do. How we action intelligence following engagement ensures our communities across Northamptonshire are safer and feel better protected.

**We will work with communities to Fight Crime and Protect People**

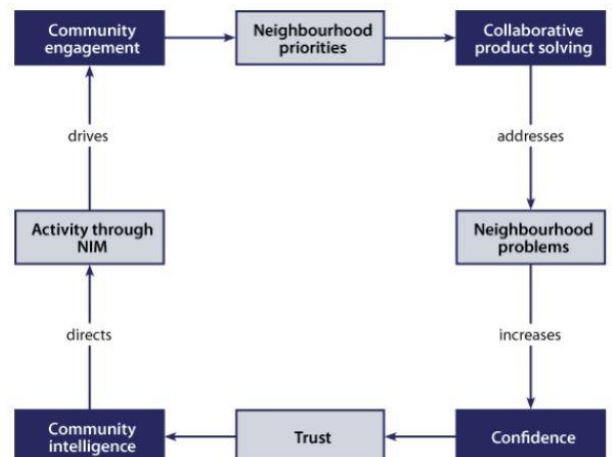
**We will improve our understanding of the needs, vulnerability and cultures of all communities within Northamptonshire**

**We will improve the quality of engagement between communities and Northamptonshire Police**

**We will put the public first in everything we do, in order to improve community confidence in Northamptonshire Police and satisfaction in the service we provide**

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**Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police**



# Improving Proactive Capabilities



## Drone Technology

Officers working in remote rural areas will have access to trained drone pilots and two new drones and associated equipment have been purchased to give the Force a 24/7 drone capacity. The drones will be carried in the back of patrol cars and will be available to officers' teams across the county, improving the Force's ability to deal with any situation quickly and effectively, particularly in rural areas.

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## Rural Crime Team

A team of dedicated officers responsible for delivering bespoke community engagement and crime fighting across the county in rural areas, in support of the relevant Neighbourhood team. The Rural Crime Team will adopt an agile, responsive, intelligence led and highly visible policing style in support of Neighbourhood Teams. By doubling the number of rural crime officers, we aim to reassure people that their livelihoods and their safety is just as important to us as other areas of the county. Together with investments in new vehicles and equipment, we are investing more than £100k to tackle rural crime across Northamptonshire.





*Rural Crime Team's  
Ford Ranger (Raptor)*



## Rural Engagement Trailer

A significant investment has been made in a large trailer to be used to support engagement with our rural communities. The trailer will be taken to events such as farmers markets, annual shows and other events that provide an opportunity for officers to meet local people, discuss local issues and share details about the Rural Crime Plan. Northamptonshire Police and the Office of the Police, Fire and Crime Commissioner are committed to improving local engagement, and investment in this trailer is part of a number of measures aimed at developing stronger relationships and reducing crime across the county's rural communities.

## Thermal Imaging Devices

Northamptonshire Police has purchased sets of thermal imaging devices which will assist officers in the apprehension of offenders committing crime at night and in poor conditions. They are infrared with an operational range of approximately 1300 metres on a clear evening and 800 metre with sufficiently reduced visibility such as fog.



## New Priority Area Team

Understanding the needs of the community and dealing with those who feel that they can act with impunity, causing pain and misery to law abiding citizens, is not new to Northamptonshire Police and much success has been achieved over recent months. Between 13 July 2020 and 31 December 2020, we introduced the 'Priority Area Team'.

Embedded within the core Neighbourhood Policing Team, the priority team covered a defined geographical area which was analysed to have the highest levels of social deprivation, unemployment, children out of schools, crime harm and crime volume.

## Results

The team has successfully worked with the community and partners to address their concerns and act on intelligence. This has resulted in joint enforcement activity and the following outcomes:

- ➔ 36 warrants executed and 152 arrests made
- ➔ 110 stop searches conducted
- ➔ 511 incidents attended
- ➔ 555 Intelligence logs submitted
- ➔ 83 referrals to partner agencies to protect vulnerable people



## More than just enforcement

The team has attended and supported safeguarding meetings for families at risk of harm, they have run community engagement events, conducted knife crime prevention operations, responded to domestic abuse incidents to protect vulnerable victims, and led crime investigations central to the concerns of the communities they serve.

This is the type of hard-hitting approach all Neighbourhood Policing Teams will adopt in order to reduce crime, bring offenders to justice and to ensure that healthy, prosperous communities can flourish.



# What the Public want

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*“I want visible police on streets and knowing who your local officers are and how to contact them”*

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*“More regular and visible deterrent patrols on the streets particularly at peak times for anti-social behaviour, petty crime and criminal damage, concentrating on areas where there are known problems”*

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*“Police working in communities with young people, gaining trust and respect to pull them off bad paths”*

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*“If you get Neighbourhood Policing right you undoubtedly improve your intelligence flow and be able prevent/interrupt and deter more serious and organised crime”*



**Fighting  
Crime  
Protecting  
People**

