

## SURREY POLICE AND CRIME PANEL

### SURREY POLICE RECRUITMENT AND WORKFORCE PLANNING

**15 September 2020**

#### INTRODUCTION

The panel has asked for an update on Recruitment and Workforce Planning including:

- Updated tables from November 2019.
- Retention rates/ unplanned leavers
- Plans to attract more officers, including BAME
- Use of PCSOs and how they complement the work of officers

#### UPDATE TO TABLES

Overall, as at July 2020, Police Officer strength in Surrey Police was at around 1980 officers. With planned intake and expected levels of leavers, Surrey Police is predicted to meet the budgeted target of 2020, as shown in the table below.

	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>Budgeted Officers</b>	1874	1917	2022
<b>Actual numbers as at 31<sup>st</sup> March</b>	1882	1928	To be published in 2021

The latest recruitment table is shown overleaf:

Date Recruited (Started Training Phase at HQ)	Total Number in Cohort	Stage of Process as of 15/06/2020	Commencement of Next Stage
May 2019	30	Training complete and Independent Patrol Status gained 15/12/2019- now working as a deployable resource on NPT and assigned to rotas.	N/A
July 2019	27	Training complete and Independent Patrol Status gained 24/02/2019- now working as a deployable resource on NPT and assigned to rotas.	N/A
Nov 2019	35	Training complete and Independent Patrol Status gained 21/06/2020, now working as a deployable resource on NPT and assigned to rotas.	N/A
Jan 2020	24	Training complete and Independent Patrol Status gained 09/08/2020, now working as a deployable resource on NPT and assigned to rotas.	N/A
March 2020	48	Currently at week 15 of their 20 week divisional street duties.	This Cohort will be assigned to rota and receive Independent Patrol Status as of w/c 04/10/2020. Borough allocations are currently being decided.
May 2020	41	Currently at week 4 of their 20 week divisional street duties.	This Cohort will be assigned to rota and receive Independent Patrol Status as of w/c 13/12/2020.
July 2020	42	Currently at week 4 of their 9 week initial training at HQ. This is the first cohort of DHEP probationers.	This Cohort will start their 20 week divisional coaching on 05/10/2020
Oct 2020	48	This Cohort will start their 20 week divisional coaching on 05/10/2020	This Cohort will start their 20 week divisional coaching on 14/12/2020

The unplanned leaver rate (officers leaving for reasons other than retirement) is currently 5.8%, compared to 6.1% in the previous year. This is thought to be due to fewer career moves during the Covid-19 pandemic. Surrey Police will plan future recruitment cohorts to adjust to any significant change in the leaver rate, but has not re-planned at this current time as the rate could increase again when the pandemic effect has lessened.

In terms of postings, all new officers get posted to local neighbourhood teams. However, actual posts have increased in four areas, with existing staff in neighbourhood teams potentially moving to more specialist posts:

- Prevention and proactivity – this includes preventative activity and neighbourhood policing - including 22 neighbourhood specialist officers in 2019/20 and 8 in 2020/21 and 11 additional Youth Intervention Officers
- Vulnerability – focussing on people and communities that need more support and assistance - including additional officers working on tackling and investigation Domestic Abuse and Sexual Abuse
- Understanding and meeting demand – investment to better understand demand and forecast to meet that demand - including officers working in first level contact with victims to resolve cases
- Operational efficiencies and enablers – investing in areas of the business that continue to support the front-line, enable investment and deliver greater efficiencies - including officers working in the Criminal Justice department to build court case files

The long term ambition for increases currently remains as presented to the Panel in November. The 2020/21 increases shown above contribute to this table and further contributions will be expected in 2021/22. A more detailed breakdown of this table was provided in Part Two to the panel in November 2019. This growth strategy was developed in 2019, but by the end of March 2021, Surrey Police will be half way to achieving this level of growth.

FTE Growth by Strategy	Officers	Staff	Total
<b>Prevention &amp; Proactivity</b>	215.0	93.5	308.5
<b>Vulnerability</b>	72.0	6.0	78.0
<b>Meeting Demand</b>	31.0	35.0	66.0
<b>Organisational Efficiencies &amp; Enablers</b>	19.0	35.0	54.0
<b>Total</b>	337.0	169.5	506.5

## PLANS FOR RECRUITMENT

Surrey Police is currently running a continuous recruitment campaign for new police officers, with two entry routes:

- Police Constable Degree Apprenticeship (PCDA) for those who don't have a degree and wish to study for one whilst undertaking police officer training
- Degree Holder Entry Programme (DHEP) for those who hold a degree

Direct entry routes for existing detectives also continues.

In terms of attracting BAME and candidates from other under-represented groups, Surrey Police are running a series of PC recruitment information evenings for under-represented communities in 2020. A recent event was held on Thursday 20<sup>th</sup> August, also attended by the OPCC policy officer for diversity. At these events the Surrey Police Inclusion Team who support under-represented groups outline the support that is offered, existing officers share their experiences and there is chance for people to ask questions of the Inclusion Team and the Vetting Department. More information about these sessions can be found here: <https://surreypoliceinclusion.eventbrite.co.uk>.

Surrey Police also plans to review its unconscious bias training and include specific examples of discrimination and bias towards under-represented groups. For police officer and PCSO recruitment, there are plans to create mechanisms of support for BAME applicants who are unsuccessful.

The Positive Action Team regularly engage with diverse communities in Surrey and surrounding areas. The team plan to continue to arrange and attend community engagement events, as well as run in-house recruitment information workshops and webinars. In 2019 the police National Assessment Centre pass rate for white applicants was 72.4%, compared to a BAME pass rate of 52.5%. As such the team provide ongoing support to applicants through mentoring and skill development workshops. The team will also maintain a regular review of policies, processes (including internal recruitment) and job adverts to improve transparency and increase the number of applications from underrepresented groups.

Surrey Police also has a bespoke mentoring scheme which is aimed at guiding applicants from diverse communities through the recruitment process.

More information can be read here on the Surrey Police website: <https://www.surrey.police.uk/police-forces/surrey-police/areas/careers/careers/police-officer-jobs/>

## **POLICE COMMUNITY SUPPORT OFFICERS (PCSOs)**

PCSO numbers are currently at around 150 against a budgeted level of 120. There was a deliberate decision to over-recruit last year, to assist in front-line policing whilst police officer recruitment took place. Surrey Police aren't currently recruiting for more PCSOs.

PCSOs have a vital and unique role within our communities, they are our frontline, providing a visible uniformed presence every day. They help to tackle crime such as anti-social behaviour, providing reassurance to the public as well as working to understand their local issues. PCSOs have a variety of policing powers to enable them to bring to justice those who seek to disrupt or bring harm to all that live, work or travel through our county.

Typical shifts could involve:

- Carrying out highly visible foot patrols
- Attending public events
- Working with young people and local schools
- Speaking with community, religious and business leaders
- Providing crime prevention and safety advice.
- Collecting CCTV evidence
- Making house visits to gather intelligence
- Protecting crime scenes until Police Officers arrive

## **RECOMMENDATION**

That the Police and Crime Panel note the Surrey Police plans for recruitment and workforce planning.

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