

AGENDA ITEM 5a)

Nicola Clark

Subject: Dorset police proposed merger information
Attachments: Briefing for partners 290618.docx

From: Jephcott, Claire
Sent: 16 July 2018 11:32
Subject: Dorset police proposed merger information

Dear all,

Please find attached information regarding the proposed merger between Dorset and Devon and Cornwall police.

Please send this on to other interested parties if you wish to.

As we would like to know what our community and stakeholders think about the proposal to merge Devon & Cornwall Police and Dorset Police, there is a survey found within the website www.futurepolicing.co.uk which can be completed with your views up until the 27th August 2018.

Kind regards,

Claire

Claire Jephcott 2358
T/Sgt 2358 Jephcott

Purbeck Neighbourhood Policing team| Wareham Police Station, Dorset Police
T: 101

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Proposed merger briefing for partners, 29 June 2018



Background

In September 2017, Chief Constable Shaun Sawyer of Devon & Cornwall Police and retired Chief Constable Debbie Simpson of Dorset Police announced the plans for a proposed merger. This is the first time in 100 years that there has been a voluntary merger proposal, with both Chief Constables believing it is the right thing to do.

Every police force and wider public service works in partnership with one or more of its neighbours. Forces also work as regional groups, collaborating on more complex areas of policing such as counter terrorism and organised crime.

In March 2015, Devon & Cornwall Police and Dorset Police signed an agreement to work together to best serve the residents of the three counties. We have worked hard to identify what areas within Cornwall, Devon, and Dorset we can best work on together.

We have successful collaborations in some critical areas, such as roads policing, firearms and dog units, as well as supporting functions like finance, people and IT. Around 25% of staff are now working in the strategic alliance.

Both forces have:

- Similar cultures
- Similar policing styles, values and priorities
- Similar neighbourhood policing style
- Strong links with communities
- Rural, coastal and urban geographies

A merger is a practical progression in order to provide a more resilient service to our communities that deserve the best possible policing service.

Key benefits of merging the two forces

The merger would put us in line with the Government's direction of greater reform in policing. There are a number of benefits which a merged force would deliver to both forces, staff and the communities across the three counties.

- **Long-term sustainability of policing provision across our three counties:** Savings will be re-invested into transformation for the future and the workforce, including the support and development of local policing and connectivity.
- **Increased operational resilience:** Shared resources will give the force more resilience and flexibility - as policing demands arise and change, resources can be redeployed into key areas as necessary.
- **Transformation:** The merged force would offer the opportunity for transformation and embrace innovation.

One strong voice for our communities

One force

One police and crime commissioner

Proposed merger of Devon & Cornwall Police and Dorset Police

www.futurepolicing.co.uk

- **Efficiency, for example, through reducing duplication:** Standardised procedures will mean that activities only need to be done once and can be rolled out across all three counties, resulting in a more efficient and effective service, with greater consistency.
- **Stronger voice for rural, urban and coastal policing in the national landscape:** The merger would provide a stronger voice for policing in the South West, allowing the combined force to be more influential both locally and nationally. The merged force would be the fifth biggest in England and Wales by officer numbers and population (2.48 million) and the largest force in England and Wales by area (over 4,900 square miles).
- **Wider public-sector transformation:** There will be wider opportunities to work with public-sector partners, both locally and nationally, to improve public safety, reduce vulnerability and improve wellness and wellbeing.
- **Growth through reinvestment of savings in the frontline:** The merger provides resilience to future financial threats and greater economies of scale with the aim of improving public value and public safety. It provides a greater opportunity to grow areas of the business which are important to our local population. It will position the forces to deliver services more effectively and efficiently, enhance our frontline and maintain levels of emergency response across a larger force area. Whilst the strategic alliance programme is due to deliver £65m over nine years, a full merger will save us considerably more.
- **Development opportunities for staff:** There will be more development opportunities - staff will be able to access wider opportunities that may not have been previously accessible.
- **Staff wellness:** The benefits outlined above will have a positive impact on staff wellness.

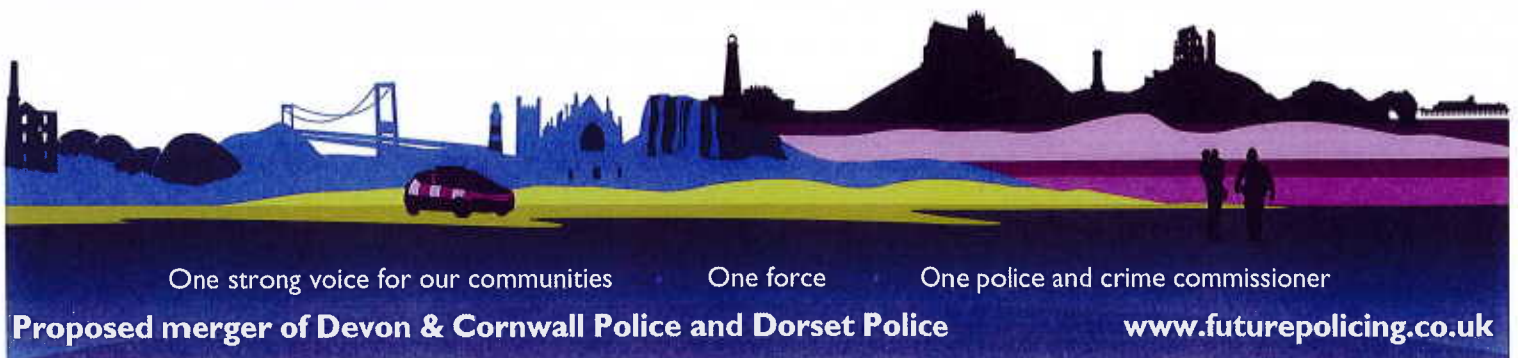
What will change if the proposed merger goes ahead?

Devon & Cornwall Police and Dorset Police will legally go from two forces to one force.

- There will be a reduction in the number of chief officers and Police and Crime Commissioners. One Police and Crime Plan, one vision, one mission.
- A new operating model across the three counties.
- Strengthened accountability through single points of leadership.
- Development of a three-county policing model, each with its own county headquarters which will give better local visibility, connectivity and accountability in order to maintain a geographic approach to local matters.
- Reduced administrative burden on the force, as well as partners such as HMICFRS and other national bodies who would only need to inspect one force rather than two.
- A local policing service set in a national landscape which we will continue develop together.

South West regional force

Whilst a number of specialist functions are carried out on a regional basis, we are clear that local policing would need to remain local. We do not have the option to merge with our local fire and rescue services as the geographic boundaries do not match. A merged force is the best way forward for us.



Timeline

- June to August 2018 – staff, public and stakeholder engagement on the proposal to merge.
- September 2018, review of engagement process and outcomes, and consideration of the Full Business Case.
- Early October 2018 – if supported, Full Business Case submitted to Home Office.
- Staff and public informed of decision of the PCCs and chief constables.
- Home Office consideration of the proposed merger with indicative support given by the end of the year.

If the merger is supported:

- 2019 – further engagement with staff, public and our key stakeholders as plans are developed.
- 2019 – legislation changes.
- November 2019 – shadow force implemented.
- May 2020 – elections for single Police and Crime Commissioner to cover Cornwall, Devon, and Dorset and new force would come into effect.

The timescales are dictated by the Police and Crime Commissioner elections in May 2020. If this timeline is missed, change cannot happen statutorily until 2024.

Who makes the decision?

Ultimately, no merger can take place without express approval from the Home Office and Parliament. The Home Office has given us guidance regarding who it wants to see support from. This includes our staff, stakeholders and local communities.

If our business case is supported by the Home Office, the Home Secretary can direct that a statutory instrument (SI) is written and laid before Parliament. The SI would change the boundaries of our two force areas and create one police force area under the Police Act 1996.

There will undoubtedly be differing views and it is critical that we look at all information and opinions before progressing further in any of our discussions with the Home Office and the government.

Should the public sufficiently support the proposals, we will present the Home Office with a business case for the forces to merge this October. It will then take around 12 months for this to be ratified by officials, Ministers and finally Parliament.

What can you do?

- Watch the videos – <https://vimeo.com/272960030> (Devon and Cornwall), <https://vimeo.com/272319353> (Dorset)
- Look at the website – www.futurepolicing.co.uk
- Complete the survey on the website (open until 27 August 2018)

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Proposed merger of Devon & Cornwall Police and Dorset Police

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Devon & Cornwall Police and Dorset Police Merger Survey

Devon & Cornwall Police and Dorset Police have been working in a strategic alliance since 2015. The strategic alliance already involves collaboration in some critical areas such as roads policing, firearms (including armed response vehicles) and dog units, as well as supporting functions like finance, HR and IT. However, we have found that we are approaching the limits of what we can achieve as two separate forces.

The Chief Constables have requested to merge the two police forces into a new single force. This will provide a single plan for policing, a more resilient service, and create a force which will have a far greater say in policing nationally. A merger will create significantly more savings than the strategic alliance can, which will help preserve local and neighbourhood policing, protect communities and improve the service that is delivered to the public.

We are, therefore, seeking your views on the possible merger, including any areas of policing you would like to see investments being made.

We are looking to receive as many responses to the survey as possible, and wish to hear from those who work for Devon & Cornwall Police and Dorset Police, those who live, work or visit Cornwall, Devon, Dorset and the Isles of Scilly and local groups. For further information, or to watch a short video about the potential merger please visit www.futurepolicing.co.uk

You can navigate through the questionnaire using the next and back buttons. To remove your answers to a question click on the reset button. Should you wish to save your responses and return to the questionnaire at another time, click the save button.

If you have any questions about taking part, please call our free helpline number on 0800 0092 117 or send an email to helpline@enventure.co.uk

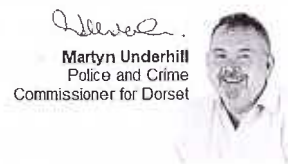
The survey should take around three to five minutes to complete. Please complete this survey by **27 August 2018**.

To begin the survey, please click the 'Next' button below.

Confidentiality - All information provided will be analysed by Enventure Research, an independent research agency, and treated in accordance with General Data Protection Regulations and the Market Research Society's Code of Conduct. Enventure Research will only use information you provide to inform the research. Enventure Research is registered with the Data Controller and is a Market Research Society Company Partner. For more information about Enventure Research, please refer to our [website](#).



Alison Hernandez
Police and Crime
Commissioner for
Devon, Cornwall and
the Isles of Scilly



Martyn Underhill
Police and Crime
Commissioner for Dorset

"Thank you for your interest in completing our survey"





Devon & Cornwall Police and Dorset Police Merger Survey

Q1 To what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
As the police forces already work closely together, a merger seems like the next logical step	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't mind how the police are organised, as long as my community is safe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can see the benefits of the merger over working together in a strategic alliance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2 In previous surveys, you have told us you want to invest more in policing. Where would you like to see investments made? *Please select up to three options*

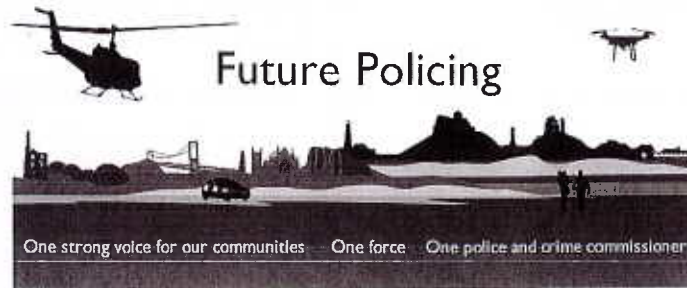
- | | |
|---|---|
| <input type="checkbox"/> Tackling crimes of all types | <input type="checkbox"/> Working with offenders |
| <input type="checkbox"/> Protecting rural and coastal communities | <input type="checkbox"/> Protecting vulnerable people |
| <input type="checkbox"/> Local policing | <input type="checkbox"/> Tackling online crimes |
| <input type="checkbox"/> Tackling terrorism and extremism | <input type="checkbox"/> Responding to emergencies |
| <input type="checkbox"/> Making it easy to contact the police | <input type="checkbox"/> Road safety |
| <input type="checkbox"/> Supporting victims of crime | <input type="checkbox"/> Other |

Q3 If Devon & Cornwall Police and Dorset Police are merged, would you be willing to pay more through your Council Tax to invest in frontline policing?

- Yes
- No
- Don't know

Q4 Is there anything else you would like to say in relation to the two forces merging?





Devon & Cornwall Police and Dorset Police Merger Survey

About You

Q5 Do you work for Devon & Cornwall Police or Dorset Police?

- Yes
 No

Q6 In which capacity are you answering this survey? *Please select all that apply*

- I am a visitor to Devon, Cornwall or Dorset
 I work in Devon, Cornwall or Dorset
 I am a resident of Devon, Cornwall or Dorset
 Other

Q7 Gender

- Male
 Female
 Other
 Prefer not to say

Q8 Age

- 16 - 24
 25 - 34
 35 - 44
 45 - 54
 55 - 64
 65 - 74
 75 +
 Prefer not to say

Q9 To which group do you consider to belong?

- Asian
 Black
 Mixed Heritage
 White
 Other
 Prefer not to say

Q10 Do you consider yourself to have a disability?

- Yes
 No
 Prefer not to say

Q11 What is your religion/faith?

- Christian
 Buddhist
 Hindu
 Jewish
 Muslim
 Sikh
 No religion
 Any other religion/faith (please specify)

Prefer not to say

Q12 Sexual orientation

- Bisexual
- Heterosexual/straight
- Gay/Lesbian
- Other
- Prefer not to say

Q13 Please enter the first part of your postcode *For example EX17, TR27*

Q14 Which county do you live in?

- Cornwall
- Devon
- Dorset
- Other

