

**HM Inspectorate of Constabulary
South of England Region**

**Follow up/Monitoring Visit to South Gloucestershire BCU
Avon and Somerset Constabulary**

BCU Inspection Conducted January 2003

Follow up Visit Conducted 3 March 2004



Follow up/monitoring visits to inspected BCUs

South Gloucestershire BCU - Avon and Somerset Constabulary

Date of original inspection	HMIC revisit inspector	Head of BCU	Date of final report	Date of follow up/monitoring visit
January 2003	Supt Steve Roberts and Chief Inspector Peter Glover	Chief Supt Mike Hems	March 2003	3 March 2004

Introduction

1. This reinspection visit was carried out by Superintendent Steve Roberts and Chief Inspector Peter Glover on behalf of Her Majesty's Inspectorate of Constabulary (HMIC).
2. The inspection of South Gloucestershire Basic Command Unit was carried out between the 20 and 24 of January 2003 and led to three recommendations:

That the BCU:

- reviews the functional roles of inspectors to ensure effective portfolio management.

(Paragraph 99)
- maximises the potential of established effective partnerships by minimising the abstraction of beat managers.

(Paragraph 102)
- establishes a single hate crime unit under the leadership of the crime manager in order to ensure consistency in the administration; identification and investigation of all hate crime.

(Paragraph 121)

Significant changes since the inspection

3. The Senior Management team has remained unaltered with the exception of the operations manager. The previous postholder was due to move to another role at the time of the inspection and the BCU spent a short time using temporary postings to fill the vacancy until the appointment of the current postholder who

has a wide operational background. The BCU commander considers that this appointment has strengthened the senior management team.

4. The BCU has not, as yet, been able to fill the role of a professionally qualified human resources manager. A potential candidate was identified, but was unable to take up the post. The BCU is actively recruiting to fill the vacancy.

Response to the Recommendations

5. The BCU formulated an action plan after the inspection to deliver progress against the recommendations made by HMIC.

Recommendation 1

That the BCU reviews the functional roles of inspectors to ensure effective portfolio management.

6. The BCU carried out a full review of inspectors' responsibilities, and as a consequence increased the number of posts by one inspector and obtained funding for a police staff human resource manager. From January 2004 this has allowed the deployment of two detective inspectors, three sector inspectors, a business manager and five operational shift inspectors. As reported above the BCU are recruiting to fill the human resource manager post.
7. The increase in the operational inspector posts has allowed the BCU to be self sufficient in providing cover on a twenty-four hour seven day a week basis without having to rely on neighbouring BCUs. In the Area Commander's opinion this has led to an increased quality of supervision of critical incidents and support for front line staff.
8. The change has been well received on the BCU by front line staff who commented favourably on the increased visibility at this level of management and its positive impact on motivation and morale.

Recommendation 2

That the BCU maximises the potential of established effective partnerships by minimising the abstraction of beat managers.

9. The BCU has introduced measurements on the balanced scorecard to record abstraction of beat managers from their posts and has set targets for abstractions. The scorecard is a standing agenda item for senior management meetings once a month.
10. The BCU has been assisted in its endeavours to meet this recommendation by the funding of additional posts through the crime fighting fund which has offset the levels of support previously required to tackle drugs related crime in other areas of the force.
11. This support has translated into an enhanced ability to tackle drugs criminality and reduce the level of offending-which has in turn led to a reduction in demand for South Gloucestershire.

12. The re-inspection team noted that all beat manager posts have been filled and regular monitoring is undertaken by the resource management unit to avoid unnecessary abstractions from these roles.

Recommendation 3

That the BCU establishes a single hate crime unit under the leadership of the crime manager in order to ensure consistency in the administration; identification and investigation of all hate crime.

13. The BCU has appointed an experienced detective to a part time post to fulfil this function. The post will operate for twenty-four hours per week. At the time of the revisit the individual had been in post for two days, therefore it is too early to gauge any impact which this recommendation has had.
14. The post will be a quality assurance and co-ordinating role rather than a proactive one, and it is envisaged that the BCU will begin to reap the rewards of closer integration with other partners who are already offering services in this arena.
15. The BCU has also adopted a number of items for management consideration in the areas of PDR quality, special constabulary and briefing. An item for management consideration involved the profiling of outlets for stolen property which was acted on by the BCU and led to operations which recovered over one thousand such items of stolen property amounting to a total value in excess of one million pounds.

Other Areas of Concern

16. The re-inspection team found no additional areas of concern.

Performance

South Gloucestershire

Crime Levels and Detections	April to December 2002	April to December 2003	% Change	Family Average April to December 2003	Family Ranking April to December 2002	Family Ranking April to December 2003
Total recorded crime	14,966	14,151	-5.45%	-	-	-
Number of crimes detected	2,707	2,548	-5.87%	-	-	-
% Crimes detected	18.09%	18.01%	-0.45%	23.86%	21	20
Total recorded crime per 1,000 population	60.84	57.53	-5.45%	70.64	8	4
Total residential burglary	1,116	903	-19.09%	-	-	-
Number of residential burglaries detected	255	154	-39.61%	-	-	-
% Residential burglaries detected	22.85%	17.05%	-25.36%	17.32%	2	11
Total residential burglaries per 1,000 households	11.27	9.12	-19.09%	10.77	17	8
Total vehicle crime	3,309	2,457	-25.75%	-	-	-
Number of vehicle crimes detected	362	195	-46.13%	-	-	-
% Vehicle crimes detected	10.94%	7.94%	-27.45%	9.32%	6	13
Total vehicle crime per 1,000 population	13.45	9.99	-25.75%	10.59	16	10
Total violent crime	1,699	1,967	15.77%	-	-	-
Number of violent crimes detected	518	622	20.08%	-	-	-
% Violent crimes detected	30.49%	31.62%	3.72%	51.21%	21	21
Total violent crime per 1,000 population	6.91	8.00	15.77%	11.89	4	1
Total robbery	234	148	-36.75%	-	-	-
Number of robberies detected	38	36	-5.26%	-	-	-
% Robberies detected	16.24%	24.32%	49.79%	23.89%	20	10
Robbery per 1,000 population	0.95	0.60	-36.75%	0.68	19	10

17. The current performance data, which includes the period April to January, shows the BCU to be improving on the above table. Total crime has reduced from 16,873 in the same period for the preceding year to 15,709, a 7% reduction.
18. Domestic burglary has reduced by 20%, from 1,232 to 983 offences. Theft of and from motor vehicles has reduced by 36% and 21% respectively, with a total of 975 fewer offences being recorded.
19. Robbery has decreased from 251 offences to 167, but total violent crime has increased from 2,080 to 2,226, a 7% rise.

Conclusions

20. The BCU has made progress on the recommendations made by the HMIC. It is pleasing to see the performance gains that have been made. It is recommended that the action plan formulated by the BCU should be considered to have been achieved, with the exception of the hate crime post, which should be subject of further review in a year's time.