

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 024/2021

DATE: 22 December 2021

SUBJECT	UNIVERSITY OF LINCOLN/POLICE CONSTABLE
REPORT BY	CHIEF CONSTABLE
CONTACT OFFICER	Inspector 754 Claire Hime Tel 07586 616654
EXECUTIVE SUMMARY AND PURPOSE OF REPORT <p>The University of Lincoln have proposed funding a Police Constable post that would be dedicated to serving the students, staff and impacted communities and geographical areas associated with the University. This post would be permanent, located on campus and be part of a multi-agency problem-solving team that would address the issues that are having the most significant impact on the University community.</p> <p>The purpose of this report is to explain the scope of this proposed position and thereby enable the PCC to make an informed decision whether to authorise this post as an addition to our existing Police Constable establishment, funded by the University of Lincoln.</p>	
RECOMMENDATION	<i>To authorise the establishment of a dedicated University of Lincoln Police Constable</i>

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.

Signature:  **Date: 22 December 2021**

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

1. I have supervised the Neighbourhood Policing link to the University of Lincoln for the last four years. During this time, I have built strong relationships with the University Wellbeing Department, Student Services, Accommodation and Students Union. The University has continued to grow and currently has approximately 15,000 students enrolled. Leadership within the university has had a continued focus on working together to improve student safety, build trust and confidence in Lincolnshire police and achieve enhanced support for victims. The University have worked with

numerous departments within Lincolnshire Police towards the best possible delivery in these areas. To continue to deliver a better service to students, the University of Lincoln have proposed funding a dedicated Police Constable to work exclusively as part of a multiagency problem-solving team tackling issues affecting staff and students. This team would be made up of the following.

- Student Wellbeing Team (Managers and Mental Health and Wellbeing Advisors and including Sexual Violence liaison Officer and out of hours Mental Health Advisor (commissioned by the NHS but NOT NHS staff)
 - Student Support Team (Managers, Student Support Officers and Advice Workers)
 - Security Staff
 - Accommodation Staff
 - On Site GP (NHS)
 - University Secretariat Department (Student Misconduct)
 - Academic Registrar (in relation to exclusions etc)
 - Student Administration (for information on a student's record if required)
 - A full-time dedicated Police Constable.
2. The University has cited a number of key areas that they want this team to tackle including student safety, student welfare, sexual misconduct/ sexual violence and alcohol and drugs misuse.
 3. The proposed Job Description can be found attached as **Appendix A**

Rationale for this position to be a Police Constable

4. This is a problem-solving role that requires the full training of a police constable and police powers to deliver.
5. When a problem is identified it will be necessary for the successful candidate to be able to respond with the full range of police powers. I have a daily oversight of the current policing demand from the University and to be able to respond to this, using a targeted problem-solving approach, the successful candidate would have to be able to conduct the following actions.
 - Give accurate advice and record sexual offences, take evidential first accounts from victims and conduct golden hour enquiries.
 - The power to arrest, search and seize.
 - Gather evidence to a high standard.
 - Plan and lead police operations.
 - Section 17 power of entry to arrest individuals or to save life and limb.
6. The Officer would not be expected to respond to all crime, or all reports involving students. However, when a repeat victim, offender, location, or issue has been identified the successful candidate would require the full range of police powers to tackle this issue from a policing perspective. As detailed earlier in the report, they would be working as part of a multiagency team that will bring other skills and tools that can be part of the problem solving plan including health, mental health, security, wellbeing, support, and discipline.
7. The other significant issue identified at the University is lack of trust and confidence in Lincolnshire Police. I believe that an effective way to address this issue is for

students to be able to approach a University Police Constable who is an accessible dedicated officer, delivering an outstanding service on campus.

Line Management

8. This has been discussed with key individuals at the University. It is important that the PC has a supervisory point of contact at the University, so that they can discuss their workload and any other matters with a member of staff that understands the University Community and how to navigate internal processes. It is also essential for the day-to-day wellbeing support of the officer that they have a point of contact at the University where they will be stationed. However, point 7.2 in the Service Level Agreement (SLA) clarifies that **the officers administrative and operational patrol will be the responsibility of Lincolnshire Police** (SLA, attached as Appendix B). Their first line manager will be the Carholme NPT Sgt, who will be responsible for their workload, direction, aspirations, welfare/ wellbeing, and all supervisory matters and conduct monthly one to ones with the University PC.

Operational Control

9. Lincolnshire Police shall at all times retain full responsibility for the UPO (who will be and remain under the administrative and operational control of Lincolnshire Police at all times) and for any disciplinary issues and statutory officer engagement matters in relation to the University Police Officer. (See 7.2 and 7.6 of the SLA)

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

This proposal clearly delivers on the key principles of the Community Safety, Policing and Criminal Justice Plan for Lincolnshire.

Community safety and prevention in partnership.

The dedicated officer would form part of a multi-agency problem-solving team. This team would link into other agencies, services, professionals, community groups and professionals to offer bespoke solutions to identified problems.

Listening, responding and being accountable.

A consistent point of feedback from various factions of the diverse University Community is that they do not always feel confident to contact the Police with their concerns or to report being a victim of crime. This role would seek to be highly visible and build trust in reporting, forming part of a multiagency response to concerns and feeding back to the community they serve.

Protecting and supporting victims and the vulnerable.

This role would improve support and for victims by enhanced communication between investigating officers and the victim and making appropriate referrals. This role also has a preventative function, by implementing police tactics and partner initiatives and working as part of a security team to ensure that there are fewer victims of crime.

Policing that works.

This is a funding offer by the University that would allow us to place an extra police constable into the community.

B. FINANCIAL CONSIDERATIONS

This is a Police Officer post which will be dedicated towards community safety in the University and does represent additionality above the level which can currently be provided from the Neighbourhood Policing model. The criteria applied to determine whether this is chargeable is if the service is likely to be required beyond a relatively short period of time, as with normal crime or disorder patterns. There is considerable precedent for this model – not only in the more usual examples of football and major events, but also in some shopping centres, who also essentially “pay” for additional policing, Meadow Hall is one example. A further example is in Northamptonshire, where the university has a contract with Northants Police to purchase policing services at cost rate. This forms part of the budget the university allocates to the security of the site and students and funds a dedicated university policing team of one Sergeant and 5 PC’s.

The University of Lincoln have agreed to fund a Police Constable up to the value of £60,000 per annum. This will include salary costs, uniform and equipment. The charge will be based on actual costs up to £60,000 as the maximum annual charge.

Lincolnshire Police will retain responsibility for training and supervision of the post holder.

This post represents growth in the establishment of 1 FTE PC. The University are committed to this being a permanent post.

Termination of the post is covered by the following in the Service Level Agreement/ Funding agreement.

If the post is terminated, **3 months written notice is required** (SLA 4.3). This provides sufficient time to reduce the establishment by one; hence there is minimal financial risk to the force.

Full Service Level and Funding Agreement attached as **Appendix B**

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

This proposed role is not likely to impact on any individuals’ human rights to any greater extent than our current policing model for the university and impacted communities.

Information sharing with the University will be governed by the existing Information Sharing Agreement. In addition, the SLA has been checked and ratified by our IMU department.

D. PERSONNEL AND EQUALITIES ISSUES

[This should include a copy of the Equality Impact Assessment, if required]

EIA attached as **Appendix C**

E. REVIEW ARRANGEMENTS

The SLA between Lincolnshire Police and the University covers the requirements for an annual financial review and review of the role and service delivered.

This SLA includes provision for the annual statutory uplift in respect of police salary charging.

The SLA includes provision for nominated officers of Lincolnshire Police and the University of Lincoln to meet formally, on a minuted basis, at least every three months. This shall be to review the parties' performance of their obligations as set out in the SLA and to discuss operational matters arising from it.

F. RISK MANAGEMENT

Elements of associated risk are addressed in the associated Police Officer Funding Agreement.

If the University withdraw their funding for the post Lincolnshire Police could mitigate this by reducing recruitment of new officers or transferees by one officer.

G. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? Yes / No

If Yes, for what reason:

Until what date:

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? Yes / No

If Yes, for what reason:

DECLARATIONS

	Initial to confirm
Originating Officer: Inspector 754 Claire Hime recommends this proposal for the reasons outlined above	CH
The CC's Chief Finance Officer has been consulted on this proposal	SC
The Chief Constable has been consulted on this proposal	CH
The PCC's Chief Finance Officer has been consulted on this proposal	JF
The PCC's Monitoring Officer has been consulted on this proposal	MB

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date: 22 December 2021