

**OFFICE OF POLICE AND CRIME COMMISSIONER**

**OFFICE OF CHIEF CONSTABLE**

<b>TITLE:</b>	<b>Estate Strategy</b>
<b>DATE:</b>	<b>21<sup>st</sup> December 2017</b>
<b>TIMING:</b>	<b>Routine</b>
<b>PURPOSE:</b>	<b>For consideration</b>
<b>1.</b>	<b><u>RECOMMENDATION</u></b>
1.1	The recommendation is for the Joint Audit Committee to consider the Estate Strategy.
<b>2.</b>	<b><u>INTRODUCTION &amp; BACKGROUND</u></b>
2.1	The Estate Strategy provides the framework to enable the development of the estate in order to meet the requirements of a modern policing service as detailed in the Policing Vision 2025.
2.2	This strategy has been developed with engagement between operational policing, estate professionals, the Chief Constable and the Police and Crime Commissioner (Commissioner).
2.3	The strategy addresses the requirements of local policing, corporate and centralised functions as well as collaborative units.
<b>3.</b>	<b><u>ISSUES FOR CONSIDERATION</u></b>
3.1	The strategy provides the framework upon which business cases will be developed to consider each element of change.
3.2	The Estate Board, chaired by the Commissioner meets regularly to consider the strategy and review progress with implementation.
3.3	The strategy is planned for implementation over a ten year period and will transform the buildings from which the force operates and support the delivery of effective, visible and accessible services.
<b>4.</b>	<b>Estate Strategy</b>
4.1	The strategy is developed to support the delivery and achievement of the Police and Crime Plan.
4.2	The primary objectives of the estate strategy is to provide: a. An Estate which provides a citizen-focussed policing service; b. An Estate which supports operational policing requirements; c. An Estate which demonstrates value for money; and d. An Estate which is designed for the future.
<b>5.</b>	<b><u>NEXT STEPS</u></b>
5.1	The next steps are to progress the implementation of phase 1 (Headquarters).

5.2	The business cases for Phase 2 (North Monmouthshire) have been drafted for consideration.
5.3	The Commissioner will continue to engage with the Police and Crime Panel.
<b>6.</b>	<b><u>FINANCIAL CONSIDERATIONS</u></b>
6.1	A financial framework is being developed and is presented in the strategy.
6.2	The current estate costs £7 million to operate. The new proposals present a cost neutral programme over the lifetime of the strategy by delivering significant revenue savings.
<b>7.</b>	<b><u>PERSONNEL CONSIDERATIONS</u></b>
7.1	Implications for staff will be considered on an individual and departmental basis based on the premise moves. This requires regular discussion with staff and their representatives and also other interested parties to ensure that transition is managed in the appropriate manner.
<b>8.</b>	<b><u>LEGAL IMPLICATIONS</u></b>
8.1	Transfer and disposal of properties will be considered as appropriate.
<b>9.</b>	<b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b>
9.1	This report has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.
9.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.3	Specific to the implementation of the Estate Strategy is the requirement to ensure appropriate access to buildings in line with the Disability Discrimination Act and Equalities Act; they are considered when developing business case proposals.
<b>10.</b>	<b><u>RISK</u></b>
10.1	The strategy presents an opportunity to enable policing services to be supported by an estate that is fit for purpose and the individual business cases will consider risk. Mitigation of risk will be addressed through an implementation plan which will take into consideration engagement with the community, public and staff.
10.2	Financial risk will also need to be managed in relation to the funding of the plan.
<b>11.</b>	<b><u>PUBLIC INTEREST</u></b>
11.1	This report is not available to the public until the Commissioner has engaged the Police and Crime Panel.
<b>12.</b>	<b><u>CONTACT OFFICER</u></b>
12.1	Nigel Stephens, Assistant Chief Officer – Resources.

<b>13.</b>	<b><u>ANNEXES</u></b>
13.1	The Estate Strategy