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Dear Colleague,

For a number of years Leicestershire Police has been working to develop more efficient and effective ways to deliver policing services to our communities in a time of severe financial constraint.

As we look ahead, our budget, which is currently £172m, will reduce by a further £16m in the years in up until 2016/17.

The Force has worked with officers and staff to assess how services are currently delivered.

We have now developed a new policing model that enables us to deliver against the Police and Crime Plan and remain within a reducing budget. The Police and Crime Commissioner has been briefed about this operational work.

These changes will transform policing across the Force area, allowing us to:

- Handle non-emergency calls for service through a same day appointment system;
- Re-focus our existing response teams into a smaller, single team responsible for responding to incidents across the whole Force area from local hubs;
- Ensure Neighbourhood Teams are focused exclusively on community engagement, problem-solving and targeting offenders;
- Introduce a crime investigation function that will give the public an outcome to their crime at the earliest opportunity;
- Continuing to focus on anti-social behaviour, ensuring our response places the victims needs at the heart of our service;
- Remove the responsibility for crime investigation from Response and Neighbourhood officers, freeing up their time to focus upon community priorities;
- Create dedicated investigative teams to enhance the quality and timeliness of investigations and improve the experience of victims.



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The restructuring of the Force is integral to this process. The existing fifteen Local Policing Units will transform into eight 'Neighbourhood Policing Areas', each commanded by an Inspector, to focus exclusively on local problem-solving and engagement.

To ensure a continued focus on community issues, local policing, including call-handling, response and neighbourhood functions will be led by a Chief Superintendent in a local policing directorate. They will be supported by a number of Superintendents whose key responsibilities will include working with local and strategic partners. This new local policing directorate will replace the current BCU structure.

Similarly, a Chief Superintendent will lead all safeguarding, crime investigation and intelligence management, with a Force-wide responsibility.

The Force is working closely with Staff Associations and Trade Unions in planning and delivering these changes.

As this work progresses I will ensure that you are kept aware of the steps that we are taking to keep the local communities of Leicester, Leicestershire and Rutland safe.

Yours sincerely,

Simon Cole  
**Chief Constable.**