



Inspecting policing  
in the public interest

## **Valuing the Police: Preparedness Inspection**

**Humberside Police  
July 2011**

## Purpose of the review

The Police Service, along with all other parts of the public sector, is facing its biggest financial challenge in a generation. This could be seen either as an opportunity to innovate and refresh – or as a reason to continue as is and see services cut back.

Her Majesty's Inspectorate of Constabulary (HMIC) has been heavily involved in monitoring the Service's reaction and preparedness for cutting crime while reducing costs. As part of this, in Spring 2011 we carried out an inspection of all 43 forces and authorities in England and Wales, to assess:

- how they are planning to meet the financial challenge; and
- what the impact will be on the service they provide to the public.

This report summarises the findings for Humberside Police. A thematic report, *Adapting to Austerity*, which brings together findings from all 43 forces, is also available from [www.hmic.gov.uk](http://www.hmic.gov.uk).

## Findings for Humberside Police

### What is the financial challenge in Humberside?

Humberside Police and Humberside Police Authority reported that they are facing a **£32.4m** cash reduction to their budget over the four years of the comprehensive spending review (2011/12–14/15). In real terms (ie when inflation is taken into account), this equates to 15% of their gross revenue expenditure.

### Are the force and authority prepared to meet this financial challenge?

The force and authority showed that they clearly understand the scale of the challenge facing them, and have considered a full range of options in developing a plan to meet it. At the time of inspection, a detailed cost reduction plan for the whole comprehensive spending review period was in draft but not yet finalised. However, an overarching four-year strategic plan had been developed, which in due course will incorporate detailed plans and project and programme management for each of the savings options.

The authority was involved in the development and agreement of the plan. In addition, at the time of the inspection, it was discussing how best to structure its committees in order to effectively oversee and monitor progress. It was anticipated that these changes would be complete by 01 April 2011.

## What will be the impact on the number of police officers and staff?

Humberside Police planned to make the following changes to its workforce numbers.

	Police Officers	Police Staff	PCSO
31 March 2010 (actual)	2,106	1,824	322
31 March 2015 (proposed)	1,606	1,707	295

March 2010 figures have been used as the baseline, because most forces began a recruitment freeze in that year, and as a result workforce numbers started to fall. The proposed figures shown for March 2015 were provided to HMIC by the force in June 2011.

The force and authority's plans for the workforce will continue to be refined as the change programme progresses.

## What will be the impact on service to the public?

The force's project management process included work to identify, assess and monitor the potential risks and impact of each project on the service the force delivers to its community.

The force and authority were developing a joint *Strategy and Plan for Keeping Local People Informed on the Future Shape of Policing in an Age of Austerity*, in order to communicate the implications of the changes detailed in the four-year strategy to the public. Local public consultation had also taken place, and there is evidence that feedback from this had influenced the change programme.

## Does the force have targets to reduce crime and ASB?

The first job of the police is to reduce crime and keep the peace; and in 2010, Theresa May, the Home Secretary, stated that she expects forces and authorities to make financial cuts while still reducing crime and without damaging the front line.

Humberside's *Policing Plan* includes objectives to reduce crime and anti-social behaviour (ASB) in the coming year.

