



**AUTHOR: CI Roddy GOSDEN**

**SPONSOR: DCC Jon Stratford**

**DECISION NUMBER: D10/2019**

**SUBMITTED TO: Martin Surl, Police & Crime Commissioner for Gloucestershire**

**SUBJECT: Dedicated PCSOs - Gloucester Royal Hospital**

**EXECUTIVE SUMMARY:**

**Following discussions with the local NHS Trust, an offer has been made to fund one PCSO to cover Gloucester Royal Hospital.**

The main drivers for this offer are:-

- Reducing non clinical violence within the hospital.
- Dealing with safeguarding and ASB involving vulnerable adults who are homeless and may have alcohol and drugs misuse issues.
- Security of the building.
- The need to educate hospital staff regarding security issues and ensure that they are 'security conscious and not security scared'
- Building a better feeling of 'community' amongst the hospital staff.

**RECOMMENDATION:**

**PCC Governance Board is asked to support this initiative which will be subject to ongoing review and evaluation over a 12 month pilot period.**

It was subsequently agreed that one PCSO will be appointed initially with a move to three over a 12 month period. Evaluation of the first PCSO being in post will take place at the 6 month stage.

**OUTCOME/APPROVAL BY:**

Signature:

A handwritten signature in black ink, appearing to read 'MASI', written over a white rectangular area.

Police and Crime Commissioner for Gloucestershire

Date: 30 April 2019

<p><b>Public Access to Information</b></p> <p><i>Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.</i></p> <p><i>Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.</i></p>	
<p><b>Is this a decision of significant public interest?</b></p> <p><i>This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public</i></p>	<p><b>Yes this has the potential to be of significant public interest as it is a novel approach for the Constabulary.</b></p>
<p><b>Is there a Part Two form?</b></p> <p><i>This section should only include information that, if published:</i></p> <ul style="list-style-type: none"> <li>a) <i>would, in the view of the chief officer of the police, be against the interests of national security;</i></li> <li>b) <i>might, in the view of the chief officer of police, jeopardise the safety of any person;</i></li> <li>c) <i>might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or</i></li> <li>d) <i>is prohibited by any enactment.</i></li> <li>e) <i>breaches commercial sensitivity</i></li> </ul>	<p><b>No sensitive information is contained within this report.</b></p>

<b>ORIGINATOR CHECKLIST (MUST BE COMPLETED)</b>	<b>Comments including who has approved the report if applicable</b>
Has legal advice been sought on this submission if required?	No
Has the Chief Finance Officer been consulted, if required?	Yes – the PCSO will not be growth but from existing establishment as the money from the Trust will be income.
Have equality, diversity and human rights implications been considered, as appropriate?	Yes
How is the recommendation consistent with the objectives of the Police and Crime Plan?	<p>Yes – this delivers on the following strands:-</p> <p>Accessibility &amp; Accountability – Increase visibility, accessibility and engagement with our communities</p> <p>Older but not Overlooked – a significant proportion of people visiting GRH are older people and people with disabilities</p> <p>Safer Days and nights for all – visible</p>

	<p>presence will act as a deterrent to ASB and will assist in problem solving.</p> <p>Purposely building communities, capacity and resilience through a strength based approach.</p> <p>Working in partnership with the NHS Trust to reduce alcohol and drug related crime and disorder.</p> <p>The proposal is also in line with the five drivers of our neighbourhood policing delivery plan namely, prevention, accessibility, partnerships, relationships and vulnerability.</p>
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes – NHS Trust
Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed?	Yes
Have all relevant implications and risks been considered?	Yes

## **PART ONE – For publication**

### **1. Purpose of the report**

This report seeks support from PCC Governance Board for proposals which have been put before CGB and approved, in relation to the provision of a PCSO at Gloucester Royal Hospital (GRH) funded by the NHS Trust.

The cost of this dedicated PCSO is approximately £36,867 which will be fully funded by the Trust.

### **2. Background**

Recently, the Constabulary entered into discussions with the NHS Trust to explore the possibility of funding one PCSO at GRH.

The Trust feels that a PCSO stationed at GRH would assist with the following issues:-

- Reducing non clinical violence within the hospital.
- Dealing with safeguarding and ASB related to vulnerable adults who are homeless and may have alcohol and drugs misuse issues.
- Security of the building.
- The need to educate hospital staff regarding security issues and ensure that they are 'security conscious and not security scared'
- Building a better feeling of 'community' amongst the hospital staff.

It is clear from discussions with the Trust that they still do not fully understand the crime and ASB problems they are experiencing as they have not carried out any detailed scanning and analysis.

They also have limited understanding of the key functions of a PCSO, their strengths and limitations. Critically they were unaware that PCSOs are not able to deal with violent conflict and do not work past midnight – these limitations have now been explained to the Trust.

During broader discussions it became clear that funding 3 dedicated PCSOs may not be the best approach or use of their funding. Critical analysis of the issues the Trust is facing demonstrated that alternative solutions may have more impact for the Trust. These include more effective interventions centred on recruitment of outreach workers, focused security patrols, additional training of staff and technological solutions such as key pad access to buildings.

CCTV links to the Constabulary FCR was also suggested by the Trust however following a conversation with Superintendent Morris it has been made clear that there would be an additional cost implication to this if it were deemed necessary. This would be something for the Trust to explore further should they wish.

It was recognised that a dedicated PCSO could play a part in problem solving as well as intelligence gathering, reassurance and community building, all in line with current Constabulary approaches and development of PCSO roles.

### **3. Recommendation(s)**

The Trust has suggested that any arrangements are run as a 12 month pilot with possible support from the Constabulary regarding evaluation. We must be intelligent in our approach and considered in our problem solving which in this instance must be delivered in partnership or our PCSOs will simply become security guards for the hospital. We must Scan and Analyse the current situation in detail before placing any valuable resources into this partnership.

This initiative will provide the foundation for a long and lasting problem solving approach with the Trust to ensure we keep Trust staff and our communities visiting Gloucestershire Royal Hospital safe from harm. The key issues to be tackled will only be fully understood once the scanning & analysis has been delivered along with officer's first-hand experience.

The investment of 1 x PCSO is a proportionate approach and it demonstrates our commitment to build a stronger relationship with the Trust and allows us to fully understand the issues GRH is experiencing.

The current position will be subject to baseline analysis and a response which is specifically tailored to GRH and the problems they are facing – if delivered correctly this is something that both the Constabulary and OPCC can be proud of and share nationally.

The following recommendations have been formally agreed with the Trust.

- GRH Trust fund 1 PCSO for a 12 month period
- Within this time frame formal SARA approach to be undertaken with the PCSO in conjunction with Gloucester NH Team and appropriate supervision provided.
- Joint working response to address any issues identified and the SARA plan approach would enable a long-term solution to be sought.
- Other work will include, scoping out best practise in other areas of the country would form part of this approach.
- The above would be run as a 12 month pilot and reviewed by The Trust and the Constabulary at the end of that period.
- A memorandum of understanding between the Trust and the Constabulary, which would include a list of services the police agree to supply, SOPs, joint training etc.

#### **4. Financial and resource implications**

Using 2019/20 figures, the cost of 1 PCSO (with on-costs) is approximately £36,867.

The NHS Trust are aware of this cost and have agreed to fund the full amount.

#### **5. Risk assessment**

A full risk assessment will have to be conducted before any deployment of PCSOs to GRH can take place to ensure that there is a clear understanding by both the Trust and the PCSO in relation to what incidents can or cannot be attended.

PCSOs are not normally deployed as a first response to violent incidents – this needs to be captured in writing and shared with the Trust to shape their expectations and make the limitations of the role clear.

#### **6. Equality & Diversity impact assessment**

No issues identified or relating to Section 149 of the Equality Act 2010

#### **7. Environmental impact assessment**

No issues related to the Police and Crime Plan's section on Green and Pleasant County.

## 8. Consultation

Consultation has taken place within the Constabulary along with Staff Associations and Unison. In general, the initiative is supported, however, Unison have made it clear that the risk assessment (detailed above) needs to be carried out.

## 9. Discussed with Communications & Engagement

No issues arising – although, a communications plan should be considered to ensure that this initiative is shared with the public as required.

## 10. Conclusion

PCC Governance Board is asked to note the contents of this proposal and support the recommendations.

### SPONSORING BOARD MEMBER APPROVAL

Name: Jon STRATFORD

Job title: Deputy Chief Constable

Signature:

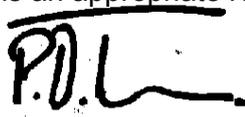


Date: 24/4/19

### CHIEF EXECUTIVE APPROVAL

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.

Signature:



Date: 25 April 2019