

REPORT TO: STANDING CRIME SCRUTINY PANEL**DATE: 7th October 2016****REPORT TITLE: Enfield Police Numbers****REPORT AUTHOR:****Inspector Sharon McHugh on behalf of Superintendent Barnett****PURPOSE OF REPORT:****To provide an update to members on Police Numbers in Enfield****SUMMARY: Enfield has an establishment of 555 police officers. As of Friday 7th October we had 511.73 police officers plus 14 training at Hendon.****1. BACKGROUND**

Police numbers are fluctuant monthly on each Borough. Enfield Police have had 555 police officers as our target since July 2016. This target number can also fluctuate during the year.

2. ISSUES AND CHALLENGES

Police numbers will fluctuate for a number of reasons. Officers will retire, resign, seek lateral development to specialist teams, move to other Boroughs or move on promotion.

As a Borough we have invested in ensuring we know exactly where our staff are and have a monthly HR planning meeting to forecast movements and ensure that each of the three main portfolios (Emergency response, Neighbourhoods and CID) all have as close to their budgeted target as possible.

Dedicated War Officer - DWO Uplift plan - The Mayor and MPS have agreed that each ward in London will have 2 PC DWO's and 1 PCSO by the end of 2017.

The uplift will take place in two phases: Phase One uplift of 260 by January 2017 Phase Two uplift of 269 by December 2017.

Only recognised geographic Local Authority wards will be recognised - locally formed teams are not in scope.

The wards that these DWO's are assigned to should be agreed through discussion with the Local Authorities you are not permitted to have more than 2 DWOs per ward.

Below shows the proposed uplift for YE DWO's

Wards	Borough	Ward Name	Current DWO's	Uplift Required
1	Enfield	Upper Edmonton	2	0
2	Enfield	Edmonton Green	2	0
3	Enfield	Enfield Highway	2	0
4	Enfield	Southbury	1	1
5	Enfield	Haselbury	1	1
6	Enfield	Ponders End	1	1
7	Enfield	Enfield Lock	1	1
8	Enfield	Palmers Green	1	1
9	Enfield	Turkey Street	1	1
10	Enfield	Lower Edmonton	1	1
11	Enfield	Jubilee	1	1
12	Enfield	Southgate	1	1
13	Enfield	Bowes	1	1
14	Enfield	Town	1	1
15	Enfield	Winchmore Hill	1	1
16	Enfield	Chase	1	1
17	Enfield	Bush Hill Park	1	1
18	Enfield	Southgate Green	1	1
19	Enfield	Grange	1	1
20	Enfield	Highlands	1	1
21	Enfield	Cockfosters	1	1

SNT Internal Uplift	4
Police Now 2016 Intake Uplift	5
Total Phase 1 uplift (by Jan 2017)	9

A uplift of neighbourhoods is also suggested for the top 100 crime wards across London. Enfield Borough has 5 wards within these to 100, and will seek to establish a Neighbourhood tasking team to tackle particular issues across the wards.

A Local funded estates team paid by the local authority now have their actual BWT of 16 officers. This is included in the over actual and FTE figures. The following chart shows the locations of officers as from 7.10.16.

Oct-16		Nov-16		Oct v Nov	
BWT	Actual	BWT	Actual	Actuals	
219	209.08	ERT/GPC	219	202.39	-6.69
164	144.01	NPT	164	146.73	2.72
146	136.74	Inv	146	137.71	0.97
26	21.9	Others	26	21.9	
NIL	14	Training Sch	NIL	24	
555	511.73	Grand Total	555	510.73	
Training school	plus 14	Training school		plus 24	
Total	525.73	Total		534.73	

The below table shows the most recent comparison data across the MPS. This incorporates planning for an uplift of firearms officers. Reminder of mayors and commissioners commitment - additional firearms officers are on patrol as part of Operation Hercules, our commitment to delivering extra armed officers to protect London from the threat of terrorism. The officers are working alongside their neighbourhood and specialist colleagues, on proactive operations and targeted patrols, both on foot and in vehicles. The first of the 600 officers are now fully trained and operationally ready, the Commissioner, Sir Bernard Hogan-Howe and the Mayor of London, Sadiq Khan, announced on Wednesday, 3 August.

BOCU	TP - Borough Total				
	Target Strength	Future Known Actuals	Vacancies	Vacancy Rate	Officers on Adjusted Duties
GD - Hackney Borough	587.00	576.49	10.51	1.8%	18.88
HT - Tower Hamlets Borough	625.50	621.59	3.91	0.6%	19.36
JC - Waltham Forest Borough	550.17	534.37	15.80	2.9%	14.74
Jl - Redbridge Borough	475.09	461.43	13.66	2.9%	9.98
KD - Havering Borough	368.00	372.39	-4.38	-1.2%	8.74
KF - Newham Borough	734.50	745.54	-11.04	-1.5%	25.91
KG - Barking & Dagenham Borough	446.00	449.07	-3.07	-0.7%	16.07
YE - Enfield Borough	555.00	525.21	29.79	5.4%	15.695
YR - Haringey Borough	592.00	578.12	13.88	2.3%	17.11
	4933.26	4864.20	69.06	1.4%	146.485

3. RECOMMENDATIONS

To note this report on Police numbers.