

The Police in England and Wales

Police mission statements frequently refer back to Richard Mayne's words of 1829¹: "The primary object of an efficient police is the prevention of crime: the next that of detection and punishment of offenders if crime is committed. To these ends all the efforts of police must be directed. The protection of life and property, the preservation of public tranquillity, and the absence of crime, will alone prove whether those efforts have been successful and whether the objects for which the police were appointed have been attained."

In attaining these objects, much depends on the approval and co-operation of the public, and these have always been determined by the degree of esteem and respect in which the police are held. One of the key principles of modern policing in Britain is that the police seek to work *with* the community and *as part of* the community.

Effectiveness of the police in tackling crime

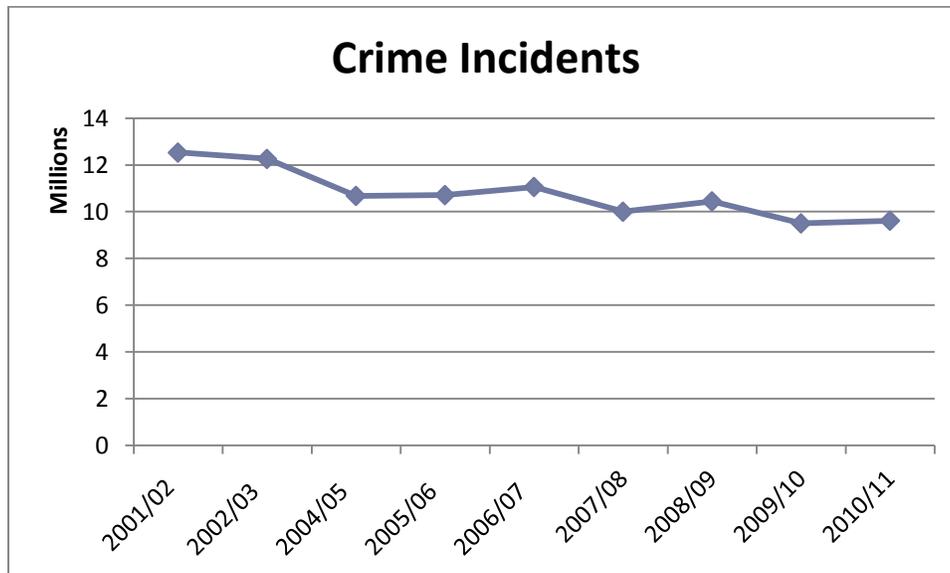
Proportions of Recorded Crimes solved²

Year to March, per cent	2009	2011
All Crimes	28.3	27.7
Fraud and Forgery	25.5	22.0
Violent Crimes	39.7	38.7
Sexual Offences	29.8	28.7
Involving Stealing	18.3	17.4
<i>Of which, Domestic Burglary</i>	16.3	17.0
Criminal Damage and Arson	13.9	13.5
Public Disorder	71.4	65.9
Drug Offences	94.8	93.5

¹ History of the Metropolitan Police, <http://www.met.police.uk/history/definition.htm>

² From Crimes solved and detection type breakdown, Her Majesty's Inspectorate of Constabulary, <http://www.hmic.gov.uk/data/crime-and-policing-comparator-data/>

Incidents of crime as recorded in the British Crime Survey, have, with occasional exceptions, fallen since 2001/2. This total does not allow for differences in the severity of the incidents. 9,600 incidents in 2010/11 compared favourably with 12,500 in 2001/2.³

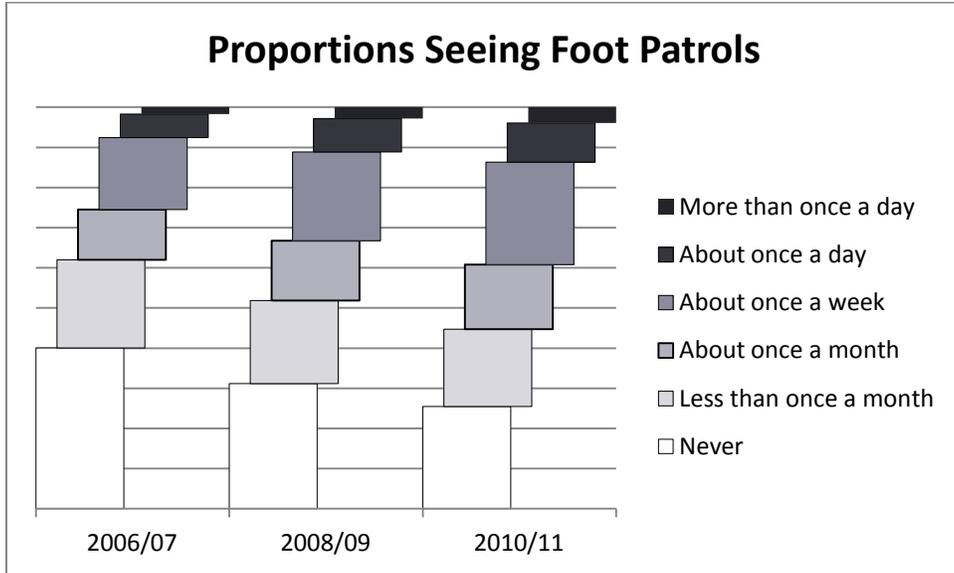


How often people saw a police foot patrol⁴

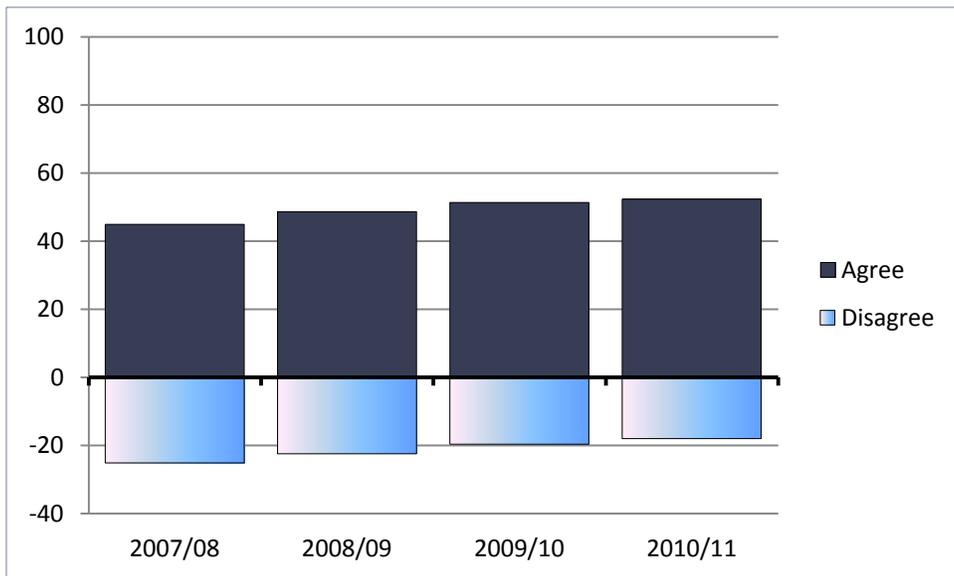
Percentage of Responses	2006/07	2008/09	2010/11
More than once a day	2	3	4
About once a day	6	8	10
About once a week	18	22	25
About once a month	13	15	16
Less than once a month	22	21	19
Never	40	31	25

³ Crime in England and Wales, 2010/11, Table 2.01, Trends in BCS incidents, Home Office, <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/crime-research/hosb1011/hosb1011-tabs?view=Binary>

⁴ Perceptions of crime, engagement with the police, authorities dealing with anti-social behaviour and Community Payback: from the 2010/11 British Crime Survey, Supplementary Volume 1 to Crime in England and Wales 2010/11, Table 1.01, Home Office, 2011, <http://data.gov.uk/dataset/british-crime-survey-2010-public-perceptions-policing>



Public confidence: ‘The police are dealing with anti-social behaviour and crime issues in the area’⁵



⁵ Crime in England and Wales 2010/11, Home Office, Table 5.05, <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/crime-research/hosb1011/>

Estimated offences (British Crime Survey) 2010/11: 9.6 million⁶

Offences Recorded by the Police 2010/11: 4.2 million

Offences detected by Police 1.15 million⁷

- 28 per cent of crimes recorded;
- 12 per cent of crimes in British Crime Survey estimate.

How the police are regulated

Police forces are strategically managed by a *Police Authority*, or Board, that ensures there is local accountability for policing. Their duties include:

- Negotiating and aligning policing and community safety priorities.
- Working with Community Safety Partnership (CSP) partners and other local bodies. CSP partners are the local authority, the police force, the primary care trust, fire and probation services.⁸
- Assessing the success of locally developed strategies to tackle anti-social behaviour, volume crime and violent crime at basic command unit and neighbourhood level.
- Ensuring adjustments are put into place and remedial action taken where necessary.

The tripartite system of police accountability:⁹

Responsibilities are distributed between the Home Office, the local police authority or Police and Crime Panel, and the chief constable of the force.

However, case-law has made it clear that the police are the servants of the law in terms of their operational discretion, and are not subject to administrative or political direction in this respect.

Home Secretary/Home Office	Local Police Authority	Chief Constable
Determines key national policing objectives. Produces annual National Policing Plan and presents it to Parliament	Responsible for maintaining an effective and efficient force	Responsible for direction and control of the force

⁶ Crime in England and Wales 2010/11, Home Office.

⁷ Crimes Detected in England and Wales, 2010/11, Home Office <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/crime-research/hosb1111/>

⁸ Local Government Improvement and Development, Partnership working and commissioning, <http://www.idea.gov.uk/idk/core/page.do?pagelid=8789291>

⁹ Dr Rob Mawby and Dr Alan Wight, "Police Accountability in the United Kingdom", Commonwealth Human Rights Initiative, 2005, Table 1 http://www.humanrightsinitiative.org/programs/aj/police/res_mat/police_accountability_in_uk.pdf

Home Secretary/Home Office	Local Police Authority	Chief Constable
Directs police authorities to establish performance targets.	Determines local policing priorities. Produces a three-year	Responsible for operational Control
Can require a police force to take remedial action if HMIC judges them inefficient or ineffective	strategy consistent with National Policing Plan	
Determines cash grant to police Authorities	Determines arrangements for public consultation	Drafts local policing plan in conjunction with local police authority
Approves appointment of chief Constables	Established as precepting body responsible for budgeting and resource allocation	Responsible for achieving local and national policing objectives
Issues statutory codes of practice and directions to police authorities	Responsible for appointment and dismissal of the chief constable (subject to ratification by the Secretary of State). Can require suspension or early dismissal on public interest grounds	Responsible for resource Allocation
Issues statutory codes of practice to Chief Officers	Membership of 17 (usually). 9 from local government	Chief constables and deputy/ assistant chief constables on fixed term contracts
	5 local independents.	
	3 magistrates	
Has authority to order amalgamations		

Following the election of the first Police and Crime Commissioners in November 2012¹⁰, and the appointment of Police and Crime Panels, the Local Police Authorities will cease to function. In their place, the Police and Crime Commissioners will serve with appointed Police and Crime Panels.¹¹

¹⁰ Ninth Delegated Legislation Committee debate on The Policing Protocol Order 2011, <http://www.publications.parliament.uk/pa/cm/cmtoday/cmstand/output/deleg/dg09120123-04.htm>

Forces are encouraged to set up “beat meetings”, to further direct contact with local people and informal accountability.¹²

The Independent Police Complaints Commission (IPCC) is an organisation that has overall responsibility for the system for complaints against the police (as well as for the Serious Organised Crime Agency, HM Revenue and Customs and the UK Border Agency). Any conduct matters, or the consideration of appeals made by members of the public about the way their complaints were handled, also fall under the IPCC remit.

Cost of the police force¹³

£ million	Current prices		2008 Prices		
	2000-2001	2009-2010	2000-2001	2009-2010	Change
Home Office Core Settlement	3,412	4,683	4,210	4,602	9%
Home Office Specific Grants	72	1,233	88	1,212	1273%
Rate Support Grant and National Non-Domestic Rates	2,661	3,627	3,282	3,565	9%
Central Government Sub-Total	6,144	9,543	7,581	9,379	24%
Precept (from Council Tax)	1,242	3,106	1,532	3,052	99%
Total	7,386	12,649	9,113	12,431	36%

Between 2000/01 and 2009/10, central government funding for the police in England and Wales rose 24% in real terms, mostly through the introduction of Home Office specific grants. Overall funding rose faster, with the difference made up by approximately doubling the precept, raised from the Council Tax.

Funding Formula¹⁴

The Police Core Settlement, £4,440,131,010 for 2012/13, is distributed between police force areas according to a funding formula. This depends mostly on population, but with adjustments for local differences in costs of staff and premises. There are further adjustments, “top-ups” for factors found to relate statistically to police workload.

Factor	Top-Up
Daytime Net Inflow Per Resident Population	Personal violence and sexual offences

¹¹ Negotiating the Bill, The introduction of Police and Crime Commissioners in England and Wales, Deloitte 2011, <http://www.deloitte.com/assets/Dcom-UnitedKingdom/Local%20Assets/Documents/Industries/GPS/uk-gps-negotiating-the-bill.pdf>

¹² National Police Improvement Agency guidance, <http://cfnp.npia.police.uk/1543.aspx> and Home Office Annual Report 2010/11 page 8, <http://www.homeoffice.gov.uk/publications/about-us/corporate-publications/annual-report-201011>

¹³ Central government police revenue funding, Home Office <http://www.homeoffice.gov.uk/publications/police/police-finance/central-gov-police-funding/cen-gov-police-rev-funding-data>

¹⁴ The Police Grant Report, 2012/13, Home Office, <http://www.homeoffice.gov.uk/publications/police/police-finance/grant-report-2012-13?view=Binary>

Factor	Top-Up
	Other crime (high and low cost)
Hard Pressed	Vehicle Crime Providing Reassurance
Income-support and similar benefits	Non-crime incidents Serious violence and sexual offences
Overcrowded Households	High cost other crime
Bars Per 100 Hectares	Personal violence and Sexual Offences Vehicle crime Burglary Providing reassurance
Long-Term Unemployment-Related Benefit	Robbery
Population Density	Robbery and less serious violence
Population Sparsity	Traffic Sparsity High cost other crime (negative effect)
Residents In Routine/Semi Routine Occupations or Never Worked/Long-Term Unemployed	Less serious violence
Terraced Accommodation	Non-crime incidents
Single Parent Households	Personal violence and sexual offences Vehicle crime
Student Housing	Burglary Vehicle crime Other low cost crime
Wealthy Achievers	Other low cost crime
Young Male Unemployment-Related Benefit Claimants	Burglary

These factors may relate either to victims or perpetrators, or to some other contributory factor. The relation to costs of policing is statistical rather than causal.

Allocations to police force areas range from the largest, the Metropolitan, with over £1 billion, to the smallest two, City of London and Cumbria, at around £30 million each for 2012/13.

Composition of Police Force Areas

There are 43 Police Force Areas in England and Wales, localised police forces that operate under the umbrella of central government funding and for which information and evaluation are gathered and analysed independently. The British Transport Police constitutes a 44th force.

The areas are:

England		Wales
Avon and Somerset	London (City of)	Dyfed-Powys
Bedfordshire	Merseyside	Gwent

Cambridgeshire	Metropolitan Police	North Wales
Cheshire	Norfolk	South Wales
Cleveland	Northamptonshire	
Cumbria	Northumbria	
Derbyshire	North Yorkshire	
Devon and Cornwall	Nottinghamshire	
Dorset	South Yorkshire	
Durham,	Staffordshire	
Essex	Suffolk	
Gloucestershire	Surrey	
Greater Manchester	Sussex	
Hampshire	Thames Valley	
Hertfordshire	Warwickshire	
Humberside	West Mercia	
Kent	West Midlands	
Lancashire	West Yorkshire	
Leicestershire	Wiltshire	
Lincolnshire		

Staff Breakdown¹⁵

Police staff numbers are reported either by headcount or by full-time equivalent (FTE), allowing for part-time officers. There were **239,104 FTE police staff in September 2011**, of which **139,000** were **police officers** in police force areas, plus a further **423 central service secondments** and **2,610** in the **British Transport Police**. This constitutes 0.4 per cent of the population of England and Wales. Strength by rank (FTE) is available from March 2011¹⁶:

<i>Rank</i>	<i>All Staff</i>	<i>Salaries¹⁷</i>	<i>Job Description</i>
ACPO Ranks	214	£90,000 - £260,000	Senior management
Chief Superintendents	422	£74,000 - £79,000	
Superintendents (including chiefs)	947	£62,000 - £76,000	Middle to senior management "linking the strategic with the practice". ¹⁸
Chief Inspectors	1,889	£52,000-£55,000	Supervisors and managers of Inspectors
Inspectors	6,764	£46,800-£50,800	Investigate serious crime and act upon intelligence that can lead to an arrest. Middle managers responsible for supervising the ranks of constable and sergeant in the detection and prevention of crime and the investigation of serious incidents. Much of an inspector's time is spent at the police station, controlling, planning and organising the work of others. Responsibilities may also include paperwork such as risk assessment and health and safety procedures.
Sergeants	22,265	£35,500-£41,000	Duties largely overlap those of lower rank police officers. In addition to basic police functions, however, sergeants also have additional management responsibilities. Sergeants are responsible

¹⁵ Police Service Strength September 2011, Home Office, <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/police-research/hosb0312/hosb0312-tabs?view=Binary>

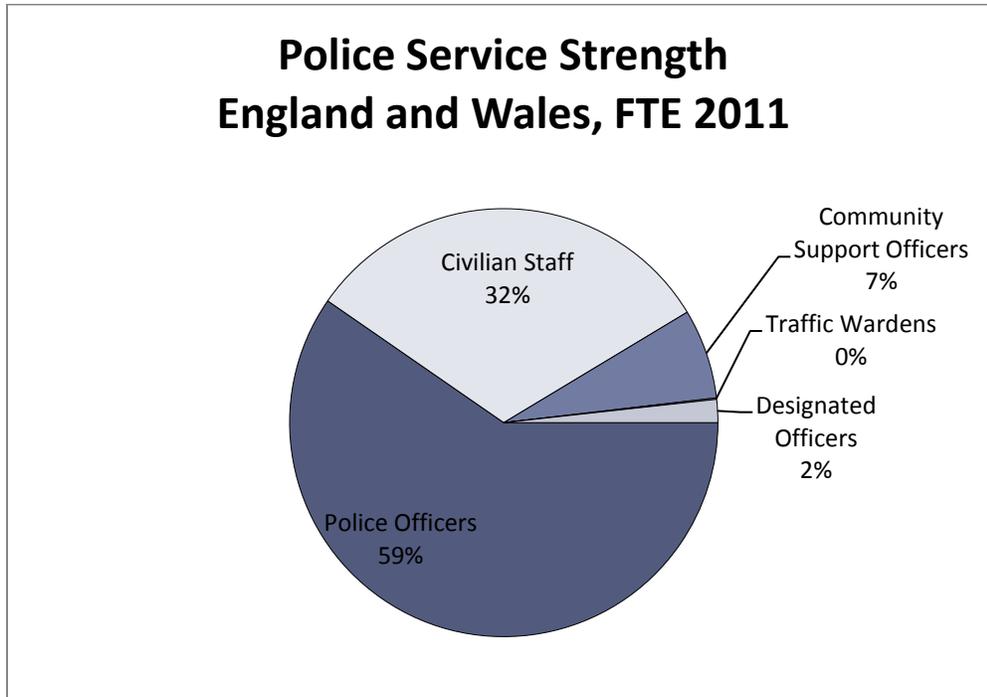
¹⁶ Police Service Strength March 2011, Home Office, <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/police-research/hosb1311/hosb1311?view=Binary>

¹⁷ Police Negotiating Board Agreement, Home Office 2008, <http://www.homeoffice.gov.uk/about-us/corporate-publications-strategy/home-office-circulars/circulars-2008/024-2008/> London weighting and Competence-related threshold payment (below Superintendent rank), plus dog handler's allowance are additional.

¹⁸ Dave Thompson, Guardian, 20th March 2003, <http://www.guardian.co.uk/society/2003/mar/20/publicvoices91>

			for disciplinary measures and implementing new laws and policies. They are more likely to interact with media or testify in court about police procedures. Police sergeants typically work for municipal police departments, and generally have several years of uniformed experience.
Constables	106,609	£23,300 - £36,500	Undertake various tasks, from conducting high-visibility uniformed patrols to responding to calls and requests for assistance. A peacekeeping role, protect the public from violence and minimise risks to public safety, by providing a reassuring presence in the community, support victims of crime and offer help to those who have witnessed crimes. Investigate crimes using a mixture of technology and traditional methods.
TOTAL POLICE RANKS, without secondments	141,647		
Civilian Staff (excluding Police Community Support Officers, Traffic Wardens, Designated Officers)	74,610		Any work not requiring specific police powers.
Police Community Support Officers	15,820	c.£18,000 to £23,000	Operate much like regular police officers, although their role can vary from force to force. More high-visibility roles, e.g. conduct visits as part of an anti-crime education programme, or working at crime scenes. Although they do not have the same powers as regular police officers, they do share many of those powers.(e.g., issuing fixed penalty notices). Depending on where they work, PCSOs: deal with minor offences, work closely with young people to prevent crime, provide support for police on the street, conduct house-to-house enquiries, guard crime scenes and provide crime prevention advice. PCSOs do not have powers of arrest, cannot interview or process prisoners, cannot investigate crime and do not carry out the more complex and high-risk tasks that police officers perform.
Traffic Wardens *	252	c. £20,000	
Designated Officers (not PCSO)	4,064		
TOTAL POLICE SERVICE STRENGTH	239,104		
Special Constabulary	18,421	Unpaid.	Volunteer police officers

*The number of traffic wardens in Great Britain has dropped significantly since 1991, when the Road Traffic Act gave local authorities the option to apply for Decriminalised Parking Enforcement powers, under which they can employ civil enforcement officers to monitor parking regulations. The Metropolitan Police has recently merged the roles of traffic warden and Police Community Support Officer to create the Traffic Police Community Support Officer role. These officers have the powers of both a Police Community Support Officer and a Traffic Warden.



Designated Officers

Designated Officers have existed since the Police Reform Act 2002 and take roles of Police Community Support Officer, Investigation Officer, Detention Officer or Escort Officer by permission of Chief Officers.

Special Constables

Special Constables are unpaid volunteers without contracted hours but with full police powers. They often combine the role with civilian work for the police. In the year to March 2011, the headcount of special constables grew by almost 3,000, a 19 per cent increase.

Police powers¹⁹

Police powers are granted by act of parliament. The Act in force in 2012 is the Police and Criminal Evidence Act 1984. Accompanying codes of practice set out the most recent powers. Individual police receive these powers when they are attested as constables.

Power	Description	Comments	Code of Practice
Arrest	To arrest persons suspected of involvement	<i>'The use of the power must be fully justified and officers exercising the power should consider if the necessary</i>	G

¹⁹ Police Powers and Procedures, England and Wales, 2008/09, Glossary, Home Office 2010, <http://webarchive.nationalarchives.gov.uk/20110218135832/http://rds.homeoffice.gov.uk/rds/pdfs10/hosb0610.pdf>
<http://www.homeoffice.gov.uk/police/powers/pace-codes/>

	in a criminal offence	<i>objectives can be met by other, less intrusive means.'</i> <i>'A lawful arrest requires two elements: A person's involvement or suspected involvement or attempted involvement in the commission of a criminal offence; AND Reasonable grounds for believing that the person's arrest is necessary.'</i>	
Detention, Treatment and Questioning	Police have powers to detain, but with copious safeguards, especially regarding vulnerable persons	<i>'All persons in custody must be dealt with expeditiously, and released as soon as the need for detention no longer applies.'</i> The Code of Practice for this category of powers covers intimate search powers, breath tests and the restrictions thereon. Separate rules apply with regard to the Terrorism Act 2000.	C and H
Search and seize	To search premises and seize property	A Justice of the Peace may grant extensive powers under a search warrant. Police also have powers of search without a warrant, principally in connection with an arrest.	B
Stop and search	To search a person or a vehicle without first making an arrest	The Code of Practice has a detailed list of specific powers of search, with the Act of Parliament permitting them, the evidence required, the items sought and where it may be exercised. Special mention is made in the Code of Practice of the need to observe the Equality Act.	A
Identification and keeping of criminal records	Limited powers to collect and retain evidence for identification and investigation of offences.	Identification is, for example, by identity parade or fingerprint, footprint, DNA or photograph. The Code of Practice stresses the need to observe the Equality Act.	D
Out-of-court disposals²⁰	Settling offences without going to court	Out-of-court disposals, such as cautions and penalty notices for disorder, may be issued by police with the offender's consent.	

²⁰ Citizens Advice Bureau, Law and Rights, Police Powers, http://www.adviceguide.org.uk/england/your_rights/legal_system_index_ew/police_powers.htm#police_powers_to_deal_with_you_without_going_to_court