

CoLP Special Constabulary – Post Implementation Review

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1. Introduction

The City of London Police is one of 43 police forces operating in England and Wales. It is surrounded by, but independent of the Metropolitan Police Service, the largest force in England and Wales. The City of London Police is responsible for policing the Square Mile, unique in both its geography, which includes the Capital's financial district, and smaller residential population compared to other forces, while leading nationally on Fraud by identifying, disrupting and prosecuting fraud and economic crime across the country.

A review of the City of London Special Constabulary (CLSC) was undertaken in 2022 following the introduction of a renewed Policing Plan 2022-25 and the recognition of changing and increasing demands on the Special Constabulary to support the wider organisation and hold an integral role in policing the City of London.

This review was completed within the Local Policing Command and resulted in several changes to the structure and alignment of the CLSC.

A Post Implementation Review (PIR) has been commissioned by the CoLP Chief Officers to ensure benefits and opportunities identified in the initial review have / are being delivered. The PIR will also seek to identify further opportunities to optimise service delivery and enhance integration across CoLP where possible, and be completed by the Change Portfolio Office to ensure independence and

2. Scope

2.1 In Scope

- Have the changes proposed been implemented and embedded?
- Is the new structure delivering improvements as envisaged?
- Focussed supervision and alignment to Local Policing.
- Staff sentiment in respect of changes.
- Performance and delivery impacts.
- Attrition and recruitment plans moving forward.
- Changes to the HAC Specials and any impact as a result in the realigning back to local policing.
- Opportunities to further optimise Special Constabulary service delivery, capacity or capability.

2.2 Out of Scope

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3. Principles

The following principles will be adopted;

- Extensive stakeholder mapping and engagement.

- Horizon scanning to identify influencing factors and priorities (i.e. HMICFRS recommendations / impending legislative changes, etc.).
- Use of Key Performance Indicators and performance against these already identified in interim report.

4. Considerations / Dependencies

Dependencies to considered in this project include;

- Budgetary constraints.
- Changing political landscape.
- Altered strategic direction / priorities.
- Resourcing / capabilities remain available across the project lifecycle.

5. Expected Deliverables

An independent review of performance, implications, and positive changes from the restructuring of the CLSC, alongside an evaluation of recommendations made and the identification of additional opportunities available for delivery.

Recommendations for the promotion of recruitment opportunities to bolster attraction and retention.

6. Timescales

For reporting to the March 2024 Police Authority Board as requested

7. Project Budget

Core funded project resource only, no additional project costs.

8. Governance

The governance route for this project will be, local governing meetings for information followed by the Strategic Change Board and the Police Authority Board for approval.

9. Details

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Approval of ToR by SRO / Business Lead	
Outline Business Case expected	February Strategic Change Board