

THE DIGEST

November 2010



Star Support

Brooke Kinsella Backs Bread & Butter

Spreading the Bread & Butter Word

The Authority's commitment to developing cost effective methods of engaging and educating young people is highlighted in its latest initiative Bread & Butter (BB). Believed to be the first e-learning website launched by a police authority in the UK, the specifically designed Internet tool at www.gmpa.gov.uk/breadandbutter hosts resources which link with the National Citizenship Curriculum for schools. The website will be officially launched on November 10, 2010 and it is hoped it will attract those involved in the education field



including schools and youth groups. A number of well-known faces will be at the launch event and there'll also be a recorded contribution from Eastenders star Brooke Kinsella who is the Government's advisor on knife crime. Brooke said: "I think it's absolutely brilliant that GMPA has devised

this website. One of the biggest problems I hear from everyone is getting anti-knife crime programmes into schools. The fact there is a website where you can download free educational packs is amazing." The materials available on the website – lesson plans and supporting videos – have all

been produced by the Authority as part of various community engagement projects delivered in recent years. The creation of a one-stop shop to bring all the resources together and make them available through one portal provides a cost-effective solution to what otherwise would be an extremely costly distribution and marketing process. In addition to the launch event, e-marketing and training sessions are being used by GMPA to spread the word about BB which currently houses three learning topics: Guns and Gangs, Knife Crime and Counter Terrorism.

Local people have their say



GMPA Members and staff were out and about with the Force during the summer in communities all around Greater Manchester. The tour was part of the Authority's consultation work and touch screen computers and face-to-face surveys were used to capture

people's views on important issues such as policing priorities, finance, complaints and anti-social behaviour. All of the information gathered is now being analysed and will be reported to the Authority over the coming weeks where it will be used in a number of ways

including informing decisions about Force priorities and driving scrutiny work. Once the annual budget and policing priorities have been set, a newsletter will be produced for distribution in the areas visited to ensure people receive feedback about how their opinion counted.

Staff Changes

GMPA has welcomed a number of new staff members to the office. Hannah Carrington and Lis Hindle have joined the Admin Team as Admin Officers and over at Scrutiny, Rose Grubert is providing support as an Analyst. The Volunteers Team has also welcomed a new face into the fold - admin assistant Helen Atkinson. All of the new starters have undergone an induction morning which saw managers delivering presentations about their areas of work within GMPA.

■ GMP Assistant Chief Officer Julia Rogers has left the Force for pastures new. The former head of People and Change has joined the Post Office.

■ A Volunteer Policy has been developed to govern how GMPA includes volunteers in its work. It can be found in the Publications section of the GMPA website on the Policies page.

■ GMP's Corporate Communications team has been nominated in this year's Public Services Communications Awards. The awards are organised by How-Do, providers of news and resources for the media industry. The winners are announced later this month. The categories GMP has been short-listed for are: Best Internal Communications Campaign (Force Journey: Next Steps Event); Best Community Relations Campaign (Operation Storm - Help us Bang Up Burglars); Best Local Community Initiative (Operation Storm - Help us Bang Up Burglars); Best In-House Communications Team (GMP Corporate Communications Branch).

Your Digest

The Digest is GMPA's internal publication for Members, staff and volunteers. It is also posted on GMPA's website should members of the public wish to view it. If you have an item for inclusion contact Donna on 0161 793 3092 or email donna.bell@gmpa.gov.uk



Performance improvements but “no room for complacency” says GMPA

GMP's performance has gone from strength to strength in recent months. Performance data up to the end of September 2010 shows that targets are being met or beaten in seven of the ten areas which are measured. In the remaining three areas where challenges remain, the work taking place is having a positive impact and each target is less than 10% from being achieved. Most Similar Forces data shows a mixed bag of results and GMPA is robustly scrutinising and challenging the Force to ensure

learning takes place and continuous improvement is achieved.



GMPA Chairman Cllr Paul Murphy said: “Everything is moving in the right direction but we are not complacent. We will continue to demand consistently improving results on behalf of local people. We recognise that the Force can only be

successful in a number of areas if partner agencies show their support and I encourage all those involved in policing to take a proportionate view of risks and recognise there are limits to police responsibilities. Similarly in some areas we are restricted by national rules. For example, police officers cannot be made redundant. We need the Home Office to make policy decisions to promote value for money and effective use of resources through the performance regime.”

Stakeholder Sessions

Members of Parliament are important partners of GMPA and twice a year, the Authority plans and delivers an informal London-based networking session for all Greater Manchester

MPs. This provides an opportunity for the Authority, Force and MPs to discuss policing matters in the City Region. The networking event began in 2008 and

feedback from each so far has shown that attendees feel they are valuable.

■ The next session is planned for November 30.

DRIVING FORCE STORE FUELS GMPA ACTIVITY

The Driving Force Data Store is the new way to collate and store information for GMPA. The central pot of information will help the Authority identify key issues across Greater Manchester. This, in turn, will drive GMPA activity particularly when planning scrutiny and engagement work. The data store is filed on the shared 'G' drive in the following folder: G:\Data\SCRUTINY\DRIVING FORCE DATA STORE. The read-only spreadsheet is updated by Marie Richardson who will act as gatekeeper to ensure the style is consistent. All GMPA Members and staff are encouraged to submit relevant information for inclusion using the submission form which can also be found on the 'G' drive in the store folder. This will be e-mailed



to all Members who do not have access to the G' drive. This form should be completed and e-mailed to marie.richardson@gmpa.gov.uk.

The data store consists of six columns. The headings are detailed below along with examples of an entry which currently features.

Date This is the date of the meeting etc. from which the information was first gleaned e.g 16/09/2010.

Source of Information This is the name of the meeting / source of information submitted e.g Project Gulf

Partnership Day (Op designed to disrupt serious and organised crime).

Subject / Theme This is to enable information relating to similar subjects / themes to be collated and will help to identify trends at a glance e.g Proceeds of Crime.

Division / Branch to which information relates Some information will relate to a particular division or branch, other information will relate to the Force e.g Forcewide. This section will assist when preparing for the

divisional scrutiny sub-committee and, at a future date, branch scrutiny.

Submitting Officer / Member This is the name of the person submitting the information for entry into the data store e.g. Sam Frenz. This will enable clarity or further details to be sought if necessary.

Information This should be a brief explanation of the information considered to be relevant e.g Force needs to raise awareness of opportunities presented by legislation.

Prior to making submissions, it is suggested that people take a look at the existing data store entries to give an indication of the type of information that is being collated and the style of the content.

Keeping with tradition, GMPA Members, staff and volunteers were out in force at this year's Pride event. The Authority has been present at the popular Manchester event for the past few years raising awareness of GMPA work and carrying out consultation about issues such as policing priorities and this year was no exception.



GMPA's chairman Cllr Paul Murphy is joined by Engagement Team members Rick Whitehead, Dan Foster and Lisa Korczynski at Pride in August.

CARTOON COPS FRONT CASH CAMPAIGN



Budget Simulator Campaign Closing Date December 1

The Police Authority's budget consultation exercise is well under way. An online tool called Budget Simulator is being used to involve local people in GMPA's spending decisions. The Simulator is designed to help people understand the police budget and provide them with an opportunity to tell the Authority how they would spend it if they were in charge. To date, more than 1,200 people have visited the site. GMPA Chairman Cllr Paul Murphy said: "We know local people have a genuine interest in policing and as an organisation which

makes important decisions about policing on people's behalf, it is vital people can tell us what they think. Our Budget Simulator does just that. Those who use it will see that managing the finances isn't an easy job. There are some tough choices to be made. The great thing about the Simulator is that it enables us to make those choices knowing what the people we represent think." The Budget Simulator campaign has been promoted using an e-flyer, partnership newsletters and websites, press releases to local media

and online articles. In addition, life-size cut outs of the character which appears on the Budget Simulator have been placed in libraries all across Greater Manchester. The feedback people give will be considered by GMPA Members when they decide the 2011/2012 police budget in February 2011 and everyone who takes part in the campaign will receive a feedback newsletter informing them of GMPA's budget decisions. The simulator can be found at www.budgetsimulator.com/GMPA.

NEW FACES HEADED TO GMPA

November 5 is the closing date for applications to become a GMPA Independent Member. Six places are available, one from January 2011 the remaining five from April. The Authority has nine Independent Member places and six members are coming to the end of their terms. National guidelines dictate that when this happens, posts must be advertised and existing Independent Members who wish to be considered for another term must apply. Advertising in print and online has



been used to promote the GMPA vacancies and those who make the grade on paper will be invited for interviews later this year. Amongst the Independent Members which are coming to the end of their term and are not seeking re-appointment

are Ian Hargreaves and Pamela Taylor. Speaking recently Mrs Taylor said: "I had always planned to step down at the end of my second term at the end of March 2011. I have worked extremely hard over the last seven and a half years and I can assure you that it's my intention to continue to do so for the remaining six months. We have an amazing team of Members and officers and I am confident that we will continue to make the right decisions for the people we represent."

MONEY MATTERS

Consultation with members of the public using the Budget Simulator tool is just one aspect of the Authority's budget preparation work. Councils throughout Greater Manchester and a number of partner agencies will be consulted too. All views gathered will inform the decision making when the budget is set in February 2011. A newsletter will be issued afterwards so all those who got involved can see how their opinions contributed.

Doorstep Safety Through Surfing

The finishing touches are being made to a new website designed to provide invaluable advice to help beat bogus callers, rogue traders and other callous criminals who prey on the elderly and vulnerable. The site is part of the Knock Knock campaign, a Greater Manchester partnership project aimed at addressing doorstep crime by raising awareness, aiding prevention and encouraging intelligence sharing and enforcement. The site has two areas - one for members of the public and one for partner agencies. It is designed to provide advice



about handling callers safely at the door and encourage the reporting of doorstep crimes. It also provides partner agencies with resources they can use to deliver training. GMPA's Strategic Support Officer Lesley Allen is leading the website working in partnership with all of the councils across

Greater Manchester and organisations who pro-actively get involved in beating door step crime including Age UK, Trading Standards and United Utilities. A small task group has worked together to develop the site and a number of interesting features have been worked into the design including

a fun interactive quiz which tests people's knowledge of a video which is also on the site. Once every aspect of the site has been completed work will take place to promote it. Lesley said: "We're keen for people all across Greater Manchester to use the site. It's packed with really useful information about staying safe and there's a local section which takes visitors through to details of agencies in their area. Partners will find it helpful too as it has materials on there they can use in their work to cut crime."

Authority Newsletters Gather Pace

The latest edition of the GMPA Briefing has been issued to key stakeholders. It's the third edition of the newsletter which was launched last year to provide Authority leaders with a way of communicating important strategic messages to key partners such as MPs, councillors and chief executives. The Briefing is issued as and when required and the most recent edition includes articles relating to finances, GMP performance and the Authority's

recent re-structure. The Briefing is one of three GMPA external newsletters. The other two are the Engagement Team edition (next instalment due in November) and a Scrutiny newsletter which is currently being planned. In addition, newsletters are also produced to feed back to people who have been involved in Authority consultation. There is no legal obligation for GMPA to produce external newsletters however there is a legal duty which rules that each

year Local Policing Summaries (LPS) must be published to provide local people with information about how their police force is performing. This year, GMPA's LPS will be in the style of a two-sided A4 newsletter delivered to as many households as possible across Greater Manchester. It is being produced in partnership with GMP and one side of the leaflet will carry GMPA information and the other side will carry Force detail. *Contact Donna Bell on 0161 793 3092 for information about newsletters*

GMPA UPDATE



At the November meeting of the full Police Authority, Mrs Christine McGawley was elected as the GMPA Vice Chair. Bolton woman Mrs McGawley, who is the Authority's Magistrate Member, has been the acting deputy since July when the late Mrs Gloria Oates stepped down from duties due to illness.

JOINING FORCES TO FOSTER

If you've room in your heart and room in your home, visit www.youcanfoster.org. That's the message from Salford City Council which has joined forces with 22 other local authorities from across the North West in a campaign to get more people to become foster carers. It's the first time so many councils in the region have worked together on a fostering project and a TV and radio advertising campaign has been developed to raise its profile. If you or anybody you know is interested in fostering, visit www.youcanfoster.org.uk or call 0800 634 7052. All carers receive an extensive range of support from practical and emotional support to training and financial support. There are various support groups for carers including buddying schemes that benefit new carers by giving insight from experienced carers. There are lots of different types of fostering schemes giving carers the flexibility to choose an option suited to them. From short term to long term fostering, more people are needed to come forward and change a child's life.

Countdown for final settlement begins

Police have to take their fair share of the cuts which are required at a national level and although the Comprehensive Spending Review has been announced, individual police forces will not know how much money they will receive from the Government until later in the year. In Greater Manchester, the Authority has been working in partnership with the Force for many months to prepare for what may lie ahead and there is a commitment to ensure people know exactly what the impact of the budget announcement will be to GMP as soon as precise details of the savings

required are known. In the meantime, work to remove the bureaucracy and barriers which prevent the delivery of an effective police service are continuing. The work is not new. For a significant period of time, GMPA and GMP have been modernising the way the Force works and making changes that improve performance in tackling crime, anti-social behaviour and improving confidence, whilst safeguarding value for money. The national financial situation has caused modernisation plans to accelerate, however, preserving frontline services and reducing

corporate costs, which are higher than in other comparable organisations, have been and will continue to be high priorities. Inevitably, there will be fewer posts overall however at this stage the finer detail about the numbers of posts which may need to go has not been finalised. It is known however that the lion's share of any job cuts will fall with GMP staff as opposed to officers. Officers cannot be made redundant therefore the only way officer numbers can reduce is through natural wastage and by freezing recruitment, which is already in place.

New equality rights come into force

New rules aimed at banning discrimination by employers, covering areas such as age, disability and pay, have come into force across Britain. The Equality Act covers many workplace areas and draws nine separate pieces of legislation into a single Act. The new laws apply in England, Wales and Scotland, but not Northern Ireland. The new law restricts the circumstances in which employers can ask job applicants questions about disability or health prior to offering

them a position, making it more difficult for disabled people to be unfairly screened out. There are also new powers for employment tribunals. The Act will also stop employers using pay secrecy clauses to prevent employees discussing their own pay, which means men and women can compare pay. But the Act will not make employers reveal how much they pay men compared with women. The Equality and Human Rights Commission said: "Everyone is

protected by the new law. It [the Act] covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex (meaning gender) and sexual orientation. Under the act people are not allowed to discriminate, harass or victimise another person because they belong to a group that the Act protects, they are thought to belong to one of those groups or are associated with someone who does."



Money provided by the Government for policing has been reduced and further savings are needed.

Greater Manchester Police Authority is working hard to ensure Greater Manchester Police can deliver more for less in the future and involving local people is a top priority.

Why?

GMPA's 19 Members work on behalf of local people so they need to know their views when making decisions which affect them.

In February next year, the Authority will decide how to spend the police budget in 2011/2012. Over the coming weeks, you have the opportunity to tell us how you would spend the money if you were in charge.

How?

The online Budget Simulator lets you decide how to spend the police budget and the consequences of the choices you make. GMPA will then use your feedback to inform its budget decisions.

What's in it for me?

You have a say on important policing decisions **PLUS** everyone who completes the Budget Simulator questions will be entered into a draw for a prize.

www.budgetsimulator.com/GMPA

Have your say
on police spending, visit
[www.budgetsimulator.com/
GMPA](http://www.budgetsimulator.com/GMPA) now!