



Northamptonshire Police, Fire and Crime Commissioner  
and Northamptonshire Police

**Dedicated PCSO Scheme**





## Message from the Commissioner Stephen Mold



Following interest from local communities and organisations, I launched the dedicated PCSO scheme which allows organisations to sponsor a dedicated PCSO for their area.

The response to the scheme has been encouraging with local authorities, borough councils and businesses now sponsoring their own PCSO. I have visited most of the sponsors since the scheme began and I have been very pleased to see how well the scheme works and the excellent relationships that have been developed.

I am very grateful that so many organisations have entered into this partnership with us and shown very clearly, how much community safety and public confidence means to them.



## Message from the Chief Constable Nick Adderley



As Chief Constable, I have committed to building neighbourhood teams and to further strengthen the capabilities of those who work within those teams. Police Community Support Officers (PCSOs) are critical to the success of Neighbourhood Policing due to the unique role they play in providing reassurance, visibility and connectivity to the community.

The opportunity for partners to sponsor a PCSO as a dedicated, visible presence in their area is not a replacement for your core local policing. This offer is about partnership working and providing communities with a tangible way to make a difference in their areas.

Northamptonshire Police is now better placed than ever to deliver effective community policing, but working with partners on schemes such as this, will help make our county an even safer place and assist in our mission of fighting crime and protecting people.

## What is a Police Community Support Officer and what can they do for my community?



Police Community Support Officers (PCSOs) perform a vital role in communities across Northamptonshire.

By working on the frontline and conducting regular patrols of their beat, they provide local people with a reassuring and visible presence. PCSOs focus their time on working with their local communities and partners to resolve problems.

**Dedicated PCSOs have the same powers as all other PCSOs working for Northamptonshire Police. Dedicated PCSOs can:**

- Detain
- Issue fixed penalty notices for offences including cycling on the footpath and littering
- Issue penalty notices for disorder
- Seize drugs, alcohol & tobacco
- Deal with anti-social behaviour
- Stop and search
- Remove abandoned vehicles
- Carry out road checks

## The Dedicated PCSO Scheme

As part of our joint working and empowering communities initiatives, you can sponsor a PCSO who will be dedicated to your area.

Your dedicated PCSO will work within your local policing team and will be directly accountable to the local policing Sergeant. The local Sergeant will work with you as a sponsor to identify local priorities and will meet with you on a regular basis to ensure the community's needs are being met.

Sponsoring a PCSO will not reduce the service your community receives from the core policing team - it will supplement and enhance the work of Northamptonshire Police in your area.

Dedicated PCSO posts will only be available when all core establishment posts are filled. This means that all communities will still receive a full policing service; and any PCSO which is funded by sponsorship is in addition to the core PCSO roles, funded by Northamptonshire Police.

**“Crick values greatly the work that has been done by our sponsored PCSOs for many years and is very grateful to Prologis for the superb support which they provide to the Parish in making a major contribution to the cost of the sponsorship. The visible presence and availability of the PCSOs in the village significantly enhances its safety and security.”**

Brian Hughes - Crick Parish Council



**“We already provide private security for our customers at DIRFT RFI and sponsoring two dedicated PCSOs, and the police powers they bring, enables us to bridge the link between our logistics park and the local community and ensure vital community policing work in the area can continue.”**

Steven Haddock - Director of Regional Property Management at Prologis UK

## FAQs

### What are the costs of funding a PCSO?

The funding covers the total salary and on costs for your PCSO.

All other costs, including uniform and/or equipment of the PCSO will be covered by Northamptonshire Police and Northamptonshire Police, Fire and Crime Commission.

For 2019/20, this means the cost of a dedicated PCSO for your area is just £37,245.

You will be invoiced twice yearly in advance on the 1st April and 1st October.

### What do we get if we fund a PCSO?

By funding a PCSO, you will have a named PCSO who is dedicated to your area.

Your dedicated PCSO will work within your local policing team and will be directly accountable to the local policing Sergeant. The local Sergeant will work with you as a sponsor to identify local priorities and will meet with you on a regular basis to ensure the community's needs are being met.

Their duties and responsibilities will be agreed between Northamptonshire Police and you as the sponsor and will be aligned to your local priorities.

### Can we, as the sponsor, deploy our PCSO as we see fit?

No.

Dedicated PCSOs will remain under the direction and control of the Chief Constable. However, their roles and duties will be aligned to your local priorities and they will be dedicated to your area.

### Will our PCSO be deployed to other areas?

Northamptonshire Police will only deploy your dedicated PCSO to other duties away from your locality in the event of unforeseen, exceptional or large-scale incidents (eg major, critical incident) when necessary.

If for any reason your PCSO is deployed elsewhere for this reason for more than five working days in any 12 month period, the amount of funding required from you shall be reduced pro-rata accordingly.



**“Bugbrooke are pleased to be co-operating with Northamptonshire Police by financing a PCSO in the village in order to create a more visible security presence for local residents. We look forward to working with PCSO Matt Taylor (pictured above with Commissioner Stephen Mold) as he integrates into village life.”**

John Curtis  
Chairman of Bugbrooke  
Parish Council

### Will dedicated PCSOs be provided with transport?

Your PCSO will be provided with all necessary equipment to undertake their duties. This will be assessed on a case-by-case basis by the team Sergeant.

### What is the cancellation notice period?

Six months – to expire on or after the initial minimum 12 month term. Notice to end the agreement can be given by either you as the sponsor or Northamptonshire Police.

### Is there a maximum term we can sponsor a PCSO for?

No

The minimum term for sponsoring a PCSO is 12 months. This can be extended indefinitely until either you or Northamptonshire Police ends the agreement.

### Will your PCSO work on their own?

Your PCSO will work as part of the wider Neighbourhood Policing Team, but will be dedicated to your area and conduct duties and roles in accordance with the agreement made by you and Northamptonshire Police.

This will likely involve independent patrols as well as patrols with the wider Neighbourhood Team, which includes officers and other PCSOs

### Can we have a part-time PCSO

Yes.

There may be an option to sponsor a PCSO in your community on a part-time basis.

Please contact us to discuss this further.



## Can we fund more than one PCSO?

Yes.

Subject to demand, there is an option to fund more than one PCSO for your area.

Please contact us to discuss this further.

## What happens to the PCSO when we stop funding them?

Following the end of a sponsorship agreement, opportunities will be explored to integrate the PCSO in to the core policing model.

## Who do we speak to if we are not happy with our PCSO?

In the unlikely event that you are not happy with your PCSO and wish to make a complaint, you should contact your local Neighbourhood Policing Team Sergeant who will address any issues accordingly.

## If your PCSO is unable to attend duties for any reason, will Northants Police provide cover?

No.

The Force is unable to provide direct cover in these circumstances. However, your core policing service will of course continue to provide your area with local policing services.

**“The Parish have had a part time PCSO for a number of years but were pleased to be able to move to having a full time officer. Residents felt that it was important to have a dedicated police presence, and, with Carl (pictured right) now working full time in the village, he is developing good links with businesses and community groups.”**

Jean Curd  
Woodford Cum Membris  
Parish Council







### **What is the PCSO annual leave entitlement and will cover be provided?**

Annual leave entitlement is given in line with Force policy - which means each PCSO is entitled to up to 30 days per annum in addition to public and bank holidays.

Unfortunately Northamptonshire Police will not be able to provide direct cover during an annual leave period.

### **If we fund a PCSO, will we receive a reduced service from our local policing team?**

No.

Funding a PCSO will not impact on how your local community is policed by the core policing teams, it will supplement and enhance your existing service.

### **Can we fund a PCSO at any point in the year?**

You can register your interest to sponsor a PCSO at any point during the year, however the agreement can only commence once a PCSO becomes available. We will work with you to agree a suitable start date.

### **Can we jointly fund a PCSO with other partner(s)?**

Yes.

You can jointly fund a PCSO with other partners. We are happy to work with multiple partners to seek an agreement that suits all parties. Each application will be considered on a case-by-case basis.

### **What support will we receive?**

Your dedicated PCSO will be managed and supported by the local neighbourhood police sergeant, who will meet with you to ensure your needs are being met. If you fund a PCSO, the Office of the Police, Fire and Crime Commissioner will meet with you regularly to monitor the contract and how the arrangement is working.

## What is the process for funding a PCSO?

### Step one

#### Register interest

Register your interest in funding a PCSO  
email: [commissioner@northantspfcc.pnn.gov.uk](mailto:commissioner@northantspfcc.pnn.gov.uk)

### Step two

#### Sign a formal agreement

Once you've expressed your interest in funding a PCSO, the OPFCC will contact you to discuss further and formalise the agreement under a contract.

### Step three

#### PCSO commences duties

Once the agreement has been signed, the force will identify and allocate a PCSO to your area.  
They will then begin duties on the agreed date.

### Step four

#### Sign a formal agreement

You will have regular meetings throughout your agreement which will usually be with the local Sergeant, who is the line manager of the PCSO.

## How can I find out more?

If you want to find out more about funding a PCSO, please contact us by emailing: [commissioner@northantspfcc.pnn.gov.uk](mailto:commissioner@northantspfcc.pnn.gov.uk)  
or calling: **01604 888113**





**Stephen Mold**  
Police, Fire and Crime Commissioner  
for Northamptonshire