

Development of performance management guidance and good practice advice to the Police, Crime and Disorder Reduction Partnerships, and Community Safety Partnerships

What is the aim of this programme?

The Home Office, working in conjunction with tripartite and other partners and supported by PA Consulting Group, is undertaking a programme of work to update and expand existing performance management guidance and good practice advice to the Police, Crime & Disorder Reduction Partnerships (CDRPs) and Community Safety Partnerships (CSPs). There are three linked projects within this programme:

- **Project One:** revising and expanding the existing guidance for police forces on performance management, to provide more supporting case studies and to reflect the changes that have taken place in the policing landscape since guidance was last issued
- **Project Two:** providing a framework for performance management training from which key stakeholders can determine required training needs and develop appropriate training and development
- **Project Three:** producing evidence-based guidance to support the introduction of the new national minimum standards for CDRPs and CSPs, including practical examples of good practice and supporting case studies

What will be the outputs and benefits from this work and when will these be delivered?

Project	Output	Benefit	Timeframe
<i>Project One:</i> Updating existing Police performance management guidance	An updated version of existing guidance <i>Managing Police Performance: A Practical Guide to Performance Management (September 2004)</i>	Up-to-date guidance for forces, Police Authorities and other interested parties on managing and improving police performance, reflecting recent learning and future challenges	Autumn 2007
<i>Project Two:</i> Understanding training needs	A sound assessment of existing performance management skills at different management levels in the Service to identify the main skills gaps and future training priorities	Content and structure from which key stakeholders can determine required performance management training and development programmes	Autumn 2007
<i>Project Three:</i> Producing guidance for CDRPs and CSPs	A document setting out guidance for CDRPs and CSPs on implementing the National Standards and signposting good practice	Effective implementation of the National Standards and greater clarity for CDRPs and CSPs on improving performance and partnership working	Completed by Summer 2007

Who is running it?

The Home Office Police Crime and Standards Directorate (PCSD) within the Home Office is overseeing the programme as a whole. The PCSD focuses on performance analysis and improvement, aiming to maintain standards of excellence both in policing and in initiatives that strive to ensure community safety.

For this programme, PCSD is working with stakeholders, including Association of Chief Police Officers (leading on Project 2), the Police Superintendents' Association, the Association of Police Authorities, the Police Federation, UNISON, Her Majesty's Inspectorate of Constabulary, the Audit Commission, the Office of Criminal Justice Reform, the Department for Communities and Local Government, Local Criminal Justice Boards, the Local Government Association, the Welsh Local Government Association and a range of partnership agencies.

PCSD are delivering this programme of three Projects with PA Consulting Group. PA are supporting the delivery of this programme of three Projects and will therefore be engaging with a wide range of stakeholders and interested parties over the four month duration of this work.

What will the work involve?

The work for the three strands of this programme will be integrated as far as possible. Through working with forces and CDRPs, we will identify useful case studies to support guidance as well as drawing together good practice from which stakeholders can learn. We aim to speak to and visit forces, partnerships and others, to understand the context of their work, the key challenges they face and the success they have achieved in managing performance.

Who do we want to talk to and why?

Input from the wide range of stakeholders set out above will be of critical importance to this programme of work. We will shortly provide more detail on how you and your colleagues can contribute to this programme of work. Should you believe that you have a particular contribution to make, please use the contact details overleaf.

Who can you contact to find out more?

To comment on this work, or find out more about the programme, please contact:

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