



Leicestershire  
**Police**

Protecting our communities

# The new Blueprint 2025 Programme

The Leicestershire Police transformation model designed to meet the demand and funding challenges facing policing today and in the future.



# What is Blueprint 2025?...

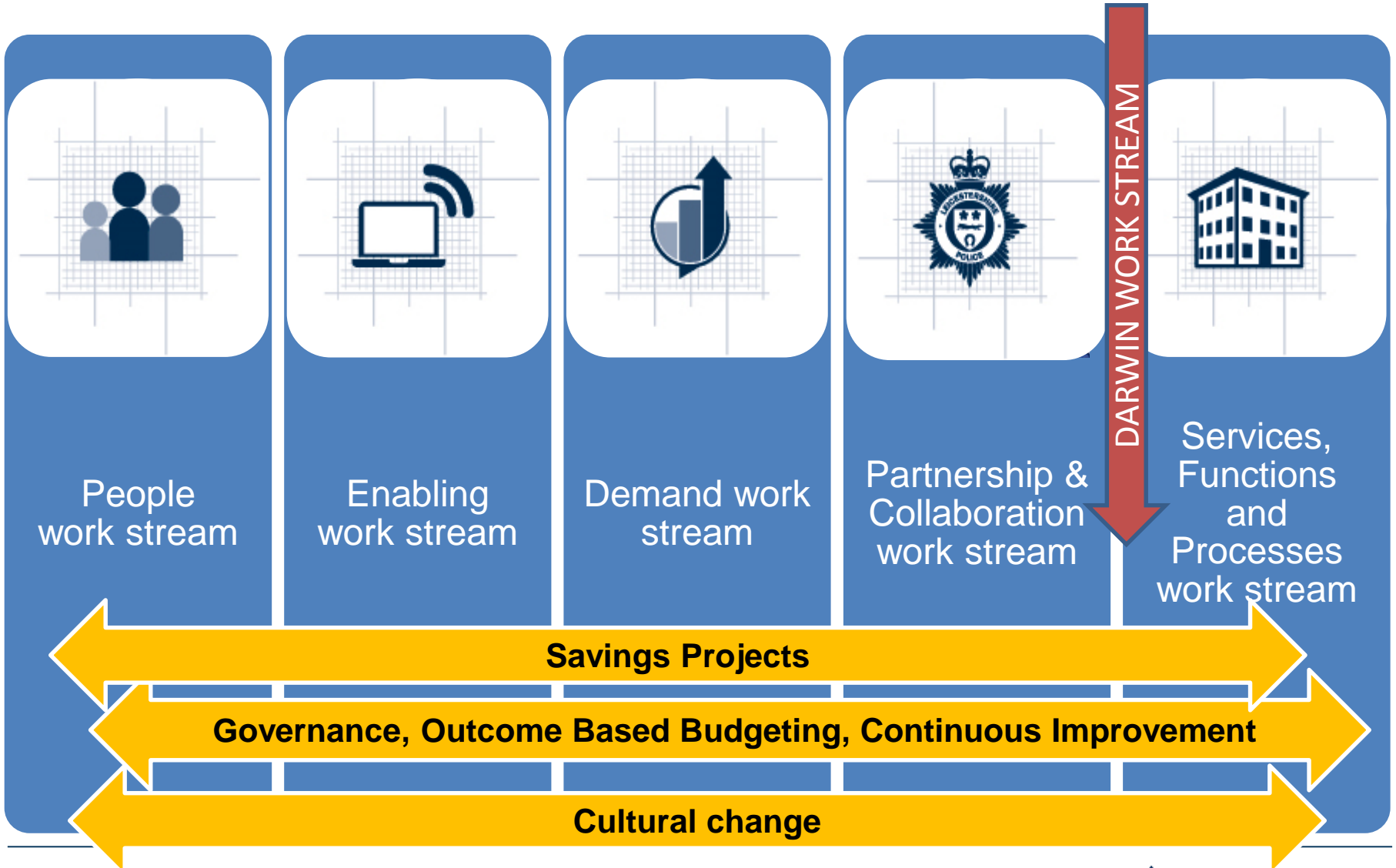
- Blueprint 2025 is the name of the change programme that covers a range of projects and initiatives that will transform Leicestershire Police over the coming years.
- Blueprint 2025 is the overall change portfolio for the force (all change).
- Blueprint 2025 has evolved from our Blueprint 2020 programme (launched in 2015) to follow the national direction given by NPCC with the National Policing Vision 2025.
- The programme comprises projects that deliver transformed policing services (Darwin), savings projects to help meet the reduced budget over the coming years and projects that enable change and help us to work more efficiently and effectively.
- The programme has a number of work streams and themes under which there are a range of projects. These include People projects, Demand projects, Darwin projects, Re-engineering projects, Enabling projects and cultural change activity.
- Blueprint 2025 is aligned to the National Policing Vision 2025 and the Police and Crime Plan.
- Blueprint 2025 is governed by the change board and sponsored by COT and OPCC.

# Blueprint principles...

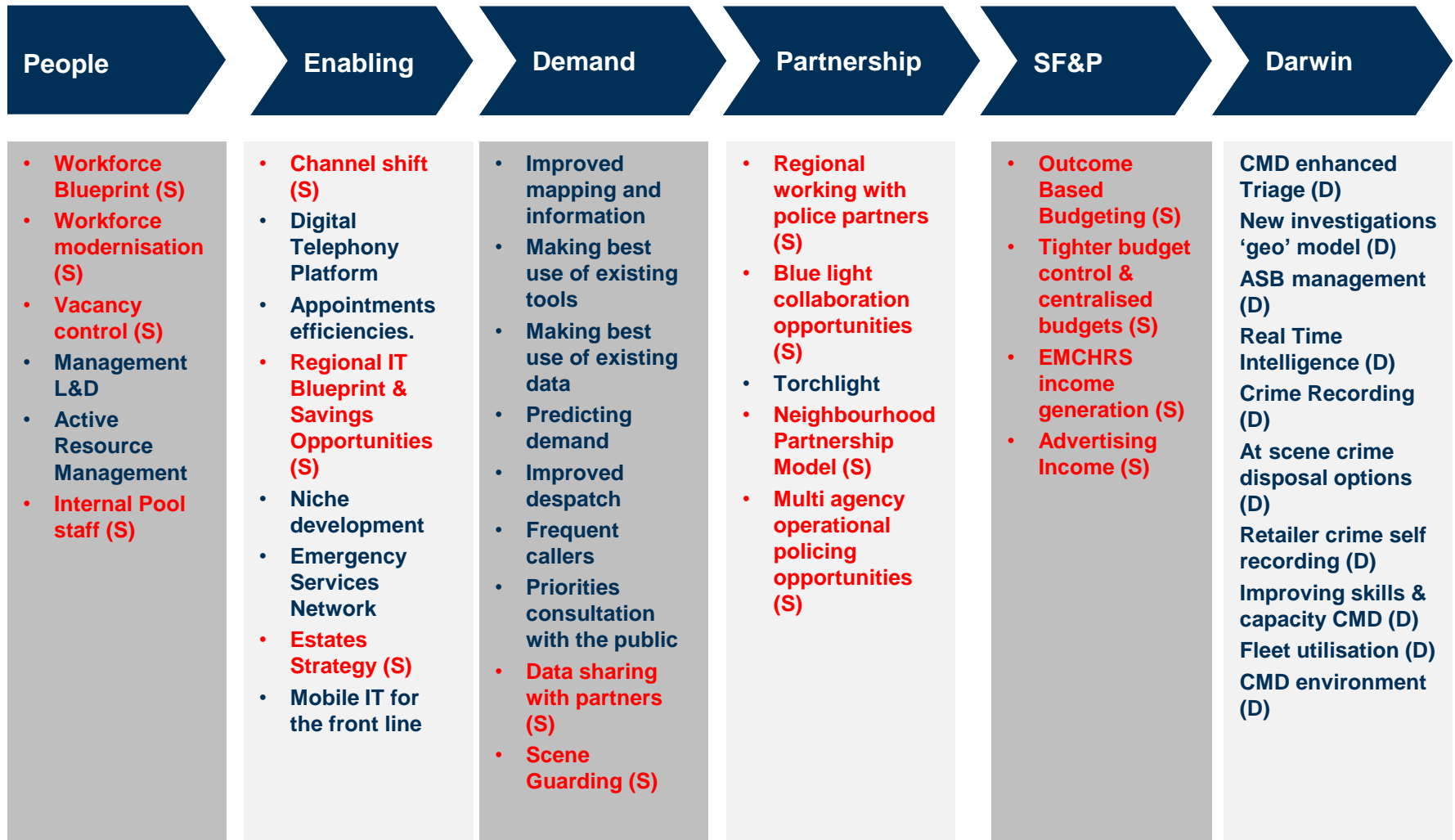
- Blueprint 2025 will be aligned to corporate strategies (both locally and nationally).
- Blueprint 2025 will define the change agenda and be led by the DCC and supported by senior business (change) managers within the force.
- Blueprint 2025 will design the vision for the future that is led and delivered by our business (change) managers and communicated to our people through corporate and local communication methods.
- Blueprint 2025 will focus on delivering benefits and effectively manage risks and threats to these benefits through robust risk management.
- Blueprint 2025 changes will add value to the force, to victims and to the people of LLR.
- Blueprint 2025 will deliver the capability to change and enable change through the delivery of projects and programmes that are released into operational use.
- Blueprint 2025 will be based on learning. It will take learning from our previous experience and the experiences of others to maximise our ability to deliver successful change.

# A revised programme...

# Blueprint 2025



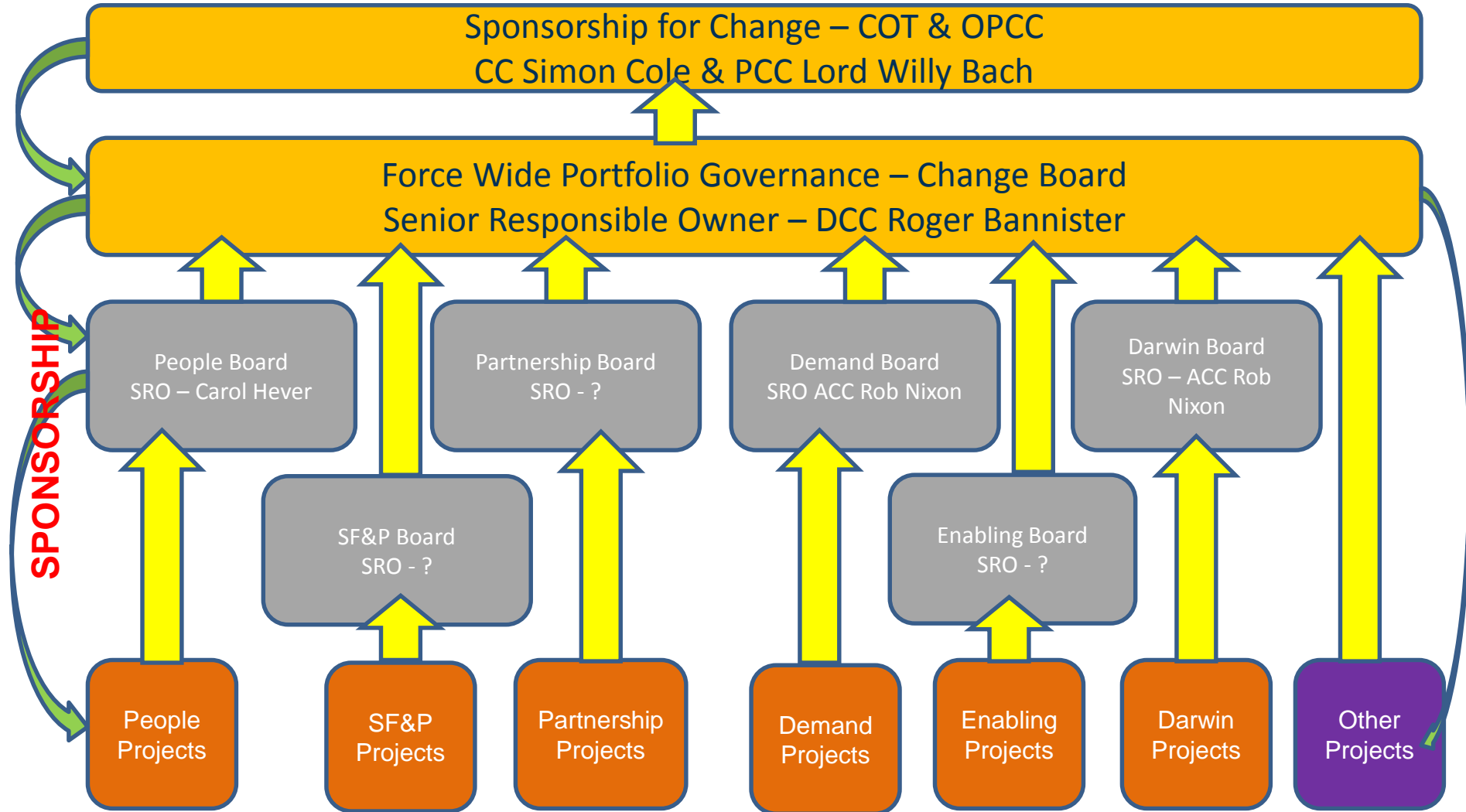
# Portfolio to programme work streams to projects...



# Blueprint 2025 Governance...

- Sponsorship for change across the force is provided by COT & OPCC with some responsibility devolved to other boards.
- The portfolio of change (all change across the force) is governed by the Change Board.
- Corporate assurance is provided by the OPCC.
- Operational policing changes via Darwin requires specific operational policing governance so Darwin has a board (gold group).
- Each work stream has a board to govern change in these work streams.
- Darwin projects are associated with work streams to ensure alignment of dependencies.
- Risk is managed at project, programme and corporate levels via these boards and SORB.
- Decision making is managed by appropriate boards with oversight via the Change Board as the corporate board for 'all' change.

# Governance model...



# Stakeholder Management and Communication...

- Lessons learned from Edison suggest that we need to be better at engaging with all stakeholders on what we are doing and why we are doing it.
- We need the stakeholders to understand what we are doing and why, what it will achieve and the benefits of change.
- We are creating a BP vision to use to help stakeholders understand the future.
- Each project will have a simple fact sheet that will be available on the intranet so everyone can access information.
- Basic, high level information will be accessible for all to read.
- The information can be re-used repeatedly and updated as new projects start and projects close.
- Each BP project will correspond to an entry on the programme plan.
- Each BP project will have a project pack.
- Each BP project will have a project lead and owner
- Each BP project will sit within a work stream.
- Each BP work stream will have an owner
- Each BP work stream will have governance board.
- Each BP work stream will feed into a corporate board.





# Programme Work Stream Information...

Work Stream name :

Work stream owner :

Project Examples :

Board Members :

Frequency of meetings :

Project staff working on this work stream :

# Projects Stakeholder Information...

Project name :

Work stream & area of business :

Why? :

Objectives :

Benefits :

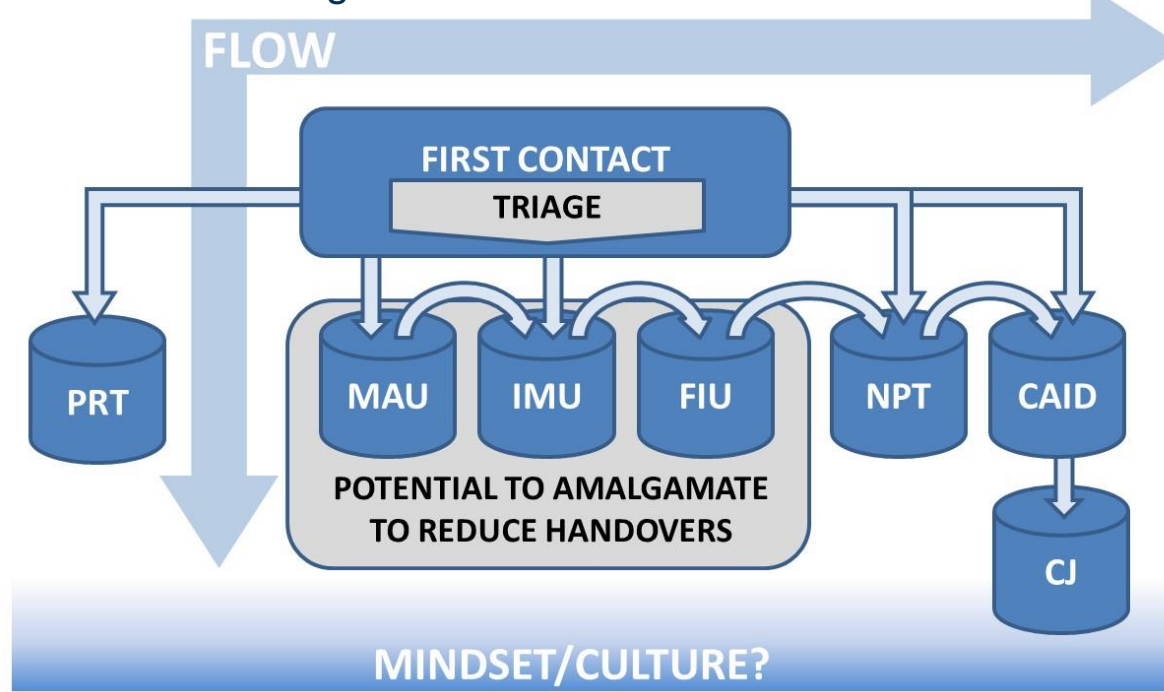
Timeframe :

Interdependencies :

Project Lead & Owner :

# What is Darwin?

- The process by which we evolve our current policing model – redesigning the way we police LLR.
- Systems based approach following the flow of work through the business – ‘waterfall’ approach.
- Delivery of long term sustainable change.
- Cognisant of challenges ahead – savings, demand and the future.
- Aligned to National Policing Vision 2025 and Police and Crime Plan



# Darwin's aims and objectives...

In order to achieve this aim we need to make sure that we keep a focus on the key elements of the evolution of our policing model...

Effective risk assessment is consistently applied throughout our work.

Vulnerability is identified and managed appropriately.

Opportunities for investigation and gathering of best evidence are consistently carried out.

Leading our people through good management we effectively supervise and embed ownership and quality of work.

Victims are given the best quality service we can provide by maintaining consistent application of our processes and procedures to reduce inefficient handovers and deliver quicker resolution.

Everyone works as and for **Team Leicestershire**

**CHANGE IS INEVITABLE AND WE MUST EVOLVE**

# Darwin's focus...

Darwin will increase focus and pace in the following areas...

1. To simplify and enhance the investigative response to Volume crime
2. To increase our workforce agility through active resource management
3. To better understand organisational demand, reduce hidden demand, reduce repeat victimisation and failure demand and to enhance problem solving and align partnership activity to areas of high demand.
4. To deliver an enhanced Performance framework that will allow Managers and staff to better plan and scrutinise activity.
5. To strengthen corporate governance
6. To improve victim satisfaction through greater consistency and improved contact management.
7. To increase the consistent application of THRIVE – Optimising the opportunities to recover evidence rather than manage demand and reduce the use of proportionality as a reason for not deploying and ensure nearest best principles are being applied.
8. Strengthen supervisory support and alignment to enable greater consistency, encouraging greater productivity and drive a continuous improvement culture.
9. Develop an operating model that is sustainable and recognises the future financial projections and contributes to the wider Blueprint transformation agenda.
10. To increase our Capacity through enhancing our utilisation of volunteers, specials and partnership working

# Darwin, Blueprint and Savings, some more context...

- Darwin is the evolution of our policing model.
- Darwin will re-design the way we work to ensure that we can deliver affordable policing based on our budget constraints and aligned to the National Policing Vision 2025 and the Police and Crime Plan.
- Savings projects will be developed and become part of the wider Blueprint 2025 programme.
- Darwin will design change cognisant of the strategic direction and budget limitations.
- Blueprint 2025 will be the change programme that encapsulates force wide transformational change, the re-design of our ways of working through Darwin and deliver savings.
- All change is interdependent and will be managed under the Blueprint 2025 banner and be governed by the our existing and enhanced Board structures.
- The Blueprint 2025 programme is dependant on and linked to the TFC IT programme.

# Activities to be completed...

- Identify the right owner for all work streams and thematic areas
- Define the full list of projects in each work stream
- Identify resources required to deliver projects after prioritisation/sequencing completed
- Build the new programme plan
- Build the new communications plan
- Clarify how cultural change fits into the programme
- Carry out careful consultation with the public on priorities
- Finalise the strategic Leicestershire Police Blueprint 2025 vision aligned to the national policing vision 2025 and police and crime plan.
- Create short descriptive explanation for each work stream & project.
- Publish stakeholder information on the intranet.

