



Home Office

Home Secretary

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Rt Hon Dame Karen Bradley MP
Chair of the Home Affairs Select Committee
House of Commons
London
SW1A 0AA

9 April 2025

Dear Dame Karen,

PLAN FOR CHANGE: NEIGHBOURHOOD POLICING

Restoring neighbourhood policing lies at the heart of the Government's Safer Streets Mission, and the Neighbourhood Policing Guarantee presents policing with an important opportunity to deepen the connection with the communities they serve and rebuild public trust and confidence.

On 5 December 2024, the Prime Minister laid out the framework for the Neighbourhood Policing Guarantee through his *Plan for Change*. Our ambition is to have dedicated neighbourhood police officers back on the beat in every community across the country and specialist neighbourhood officers in every area, providing a visible and responsive presence that will reconnect policing with the communities they serve. Residents and businesses will have a voice to shape their local police priorities and every neighbourhood officer and PCSO will have training so that they have the skills they need to be proactive problem-solvers. This is our guarantee to the public.

In order to drive early improvements, by July:

- There will be named and contactable neighbourhood officers, wherever you live.
- There will be an online contact option for local neighbourhood teams, with responses to neighbourhood policing queries within 72 hours.
- Local beat meetings will be hosted by neighbourhood teams, allowing residents and businesses to raise issues and priorities and collaborate on solutions to criminality.
- There will be increased town centre patrols, ensuring high-visibility policing.
- Neighbourhood officers will spend the majority of their time in the community, providing visible patrols and engaging with residents and businesses.
- Every force will have an ASB lead, who will be starting to develop an ASB action plan addressing the local issues faced in communities and town centres.

By the end of this Parliament, the impact of these changes will be even more pronounced, with the Government committed to ensuring that:

- There will be 13,000 additional police officers, PCSOs and special constables in neighbourhood policing roles with each neighbourhood area having a team of dedicated officers and PCSOs.
- Technology will drive standardisation by enabling more interactive engagement with neighbourhood officers, ensuring that wherever you live, you have the same opportunity to have your concerns addressed.
- Neighbourhood officers will receive enhanced additional training to support them in tackling issues facing local communities.
- Access to new data on neighbourhood policing will be available, allowing easy visibility of what neighbourhood teams are doing and how this compares to other areas.
- Neighbourhood officers will not be routinely abstracted to other areas and will be protected to ensure they are present and visible in the community, working on local priorities.

To ensure named and contactable officers, wherever you live, the Home Office and National Police Chiefs' Council have mobilised programme teams that will work in collaboration to put 13,000 additional police officers, PCSOs and Special Constables into neighbourhood policing roles. Moreover, the £200 million funding we are providing to forces in 2025/2026 marks the start of a long-term commitment to restore visible policing across the country.

Today, 9 April, on GOV.UK we have published details on how many neighbourhood police officers, specials and PCSOs each force will be putting into their neighbourhood teams by the end of March 2026 as they use their share of the £200m funding boost (Annex A). All forces will benefit from this funding and there will be a total of 2972 more officers and PCSOs in neighbourhood policing teams and 301 additional Specials by 1 April 2026. This marks the first step towards placing 13,000 additional police officers, PCSOs and special constables into neighbourhood policing roles by the end of this parliament.

The Home Office worked closely with policing to develop the approach to delivering uplifts to individual forces for 2025/26, which will be year 1 of a 4-year programme. The approach is designed to deliver an initial increase to the neighbourhood policing workforce in a manner that is flexible and can be adapted to the local context and varied local crime demands.

On 10 April, I will be writing to all Chief Constables and PCCs to launch year one of the Neighbourhood Policing Programme and detail what all the commitments made in December's Plan for Change will mean to communities across England and Wales. I will set out the Guarantee and our expectations from their forces. This letter will be published on GOV.UK.

Alongside this letter, I have set out the Neighbourhood Policing Guarantee Performance Framework (Annex B). This is vital to ensure forces are clear about the expectations the Guarantee places on them and, more importantly, allows the public to hold their local forces to account. This framework will also be published on GOV.UK.

This Government is committed to restoring neighbourhood policing and ensuring a visible and responsive police presence in every community. This comprehensive programme will reconnect policing with the communities they serve, rebuild public trust and confidence, and make our streets safer for everyone

A copy of this letter and the Performance Framework will be placed in the Libraries of both Houses.

A handwritten signature in black ink, appearing to read 'Yvette Cooper'.

Rt Hon Yvette Cooper MP
Home Secretary

Annex A – Overall Breakdown

The overall projected growth in 2025/26 is set out below:

Total forecasted growth by March 2026	FTE
Total Officer growth (FTE)	2,584.02
Total PCSO growth (FTE)	388.33
Total	2,972.35
Total Specials growth (Headcount)	301

Projections for neighbourhood policing growth in year one as agreed with each force is set out here:

Force	Officers (FTE)	PCSOs (FTE)	Specials (Headcount)
Avon & Somerset	70	-	-
Bedfordshire	30	8	-
Cambridgeshire	30	7	13
Cheshire	47.69	-	-
City of London	14	-	-
Cleveland	20	31	12
Cumbria	26	12	8
Derbyshire	35	-	-
Devon & Cornwall	45	55	10
Dorset	40	3	16
Durham	26	-	-
Dyfed-Powys	33	-	-
Essex	74	-	-
Gloucestershire	23	-	-
Greater Manchester	176	-	-
Gwent	40	13	7
Hampshire	65	-	-
Hertfordshire	29.33	11.33	-
Humberside	38	-	-
Kent	65	-	-
Lancashire	53	30	20
Leicestershire	35	21	-
Lincolnshire	-	-	-

Merseyside	97	-	1
Metropolitan Police	420	50	-
Norfolk	31	-	-
North Wales	22	15	-
North Yorkshire	32	20	-
Northamptonshire	49	3	-
Northumbria	95	27	30
Nottinghamshire	30	20	20
South Wales	70	-	9
South Yorkshire	56	12	-
Staffordshire	53	-	15
Suffolk	26	-	-
Surrey	25	-	15
Sussex	43	-	21
Thames Valley	68	-	-
Warwickshire	8	10	4
West Mercia	31	20	15
West Midlands	289	20	-
West Yorkshire	100	-	45
Wiltshire	24	-	40
Total	2,584.02	388.33	301

To access funding police forces must demonstrate progress against their agreed delivery plan.