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Brendan O'Brien MEd

'Policing in Citizenship'

@N8PRP Workforce of the Future in Policing Conference



@bluelightinfo

'We Have Met The Enemy And He Is Us'



Chapter One:
Neighbourhood Policing and
increased complex
demand (x2)

Chapter Two:
Fewer resources
The 'Shift' -Public Servants to
Citizen Enablers

New skills required?

Critique not Criticism

PACT and SARA - 'Apart' from your Community? 'You Said – We Did'



Problem solving conversations



Scanning

What are the problems in your community?

Involving you in setting priorities

Focusing on what is wrong and broken

‘We need your needs’

Problem solving conversations

Analysis

What are the causes?

What do you believe needs to change?

What are the barriers to creating this change?

Looking backwards to what is wrong / broken and why



Problem solving conversations



Responses

What can we do to solve these problems?

What actions do we need to take to resolve problem?

More enforcement (PSPOs?)

*Little more than guesses?
Often caught up in silos*

Problem solving conversations

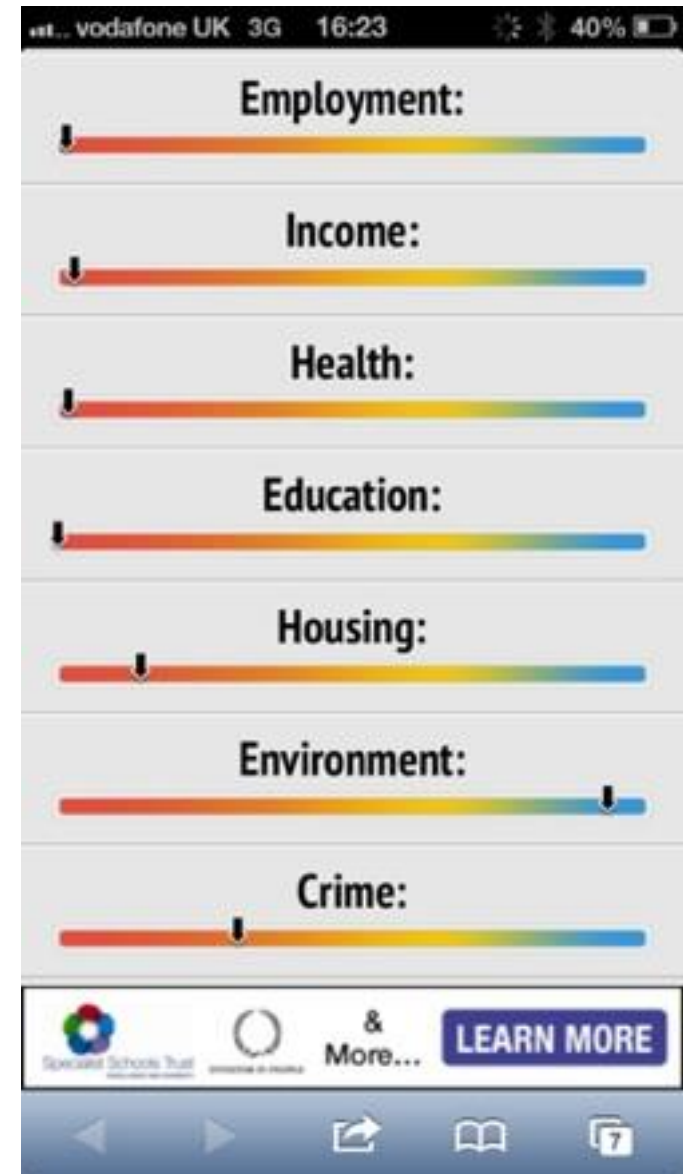
Assess

Assessing / Evaluating

Silos, RAG tables, Binary Comparisons, Index of Multiple Deprivation

‘My community is worse than yours’

*Hitting Target – Missing Point
Game Playing
Client Dependency*



SARA – Linear / Scientific Approach

Well thought out
response to
Off Road Bikes?

Based on
Thorough Analysis?



‘If only they had asked us?’

How would the
Community
have resolved this
problem?



Problem Solving? PSPOs and Demand



The standard you walk past is
the standard you accept?



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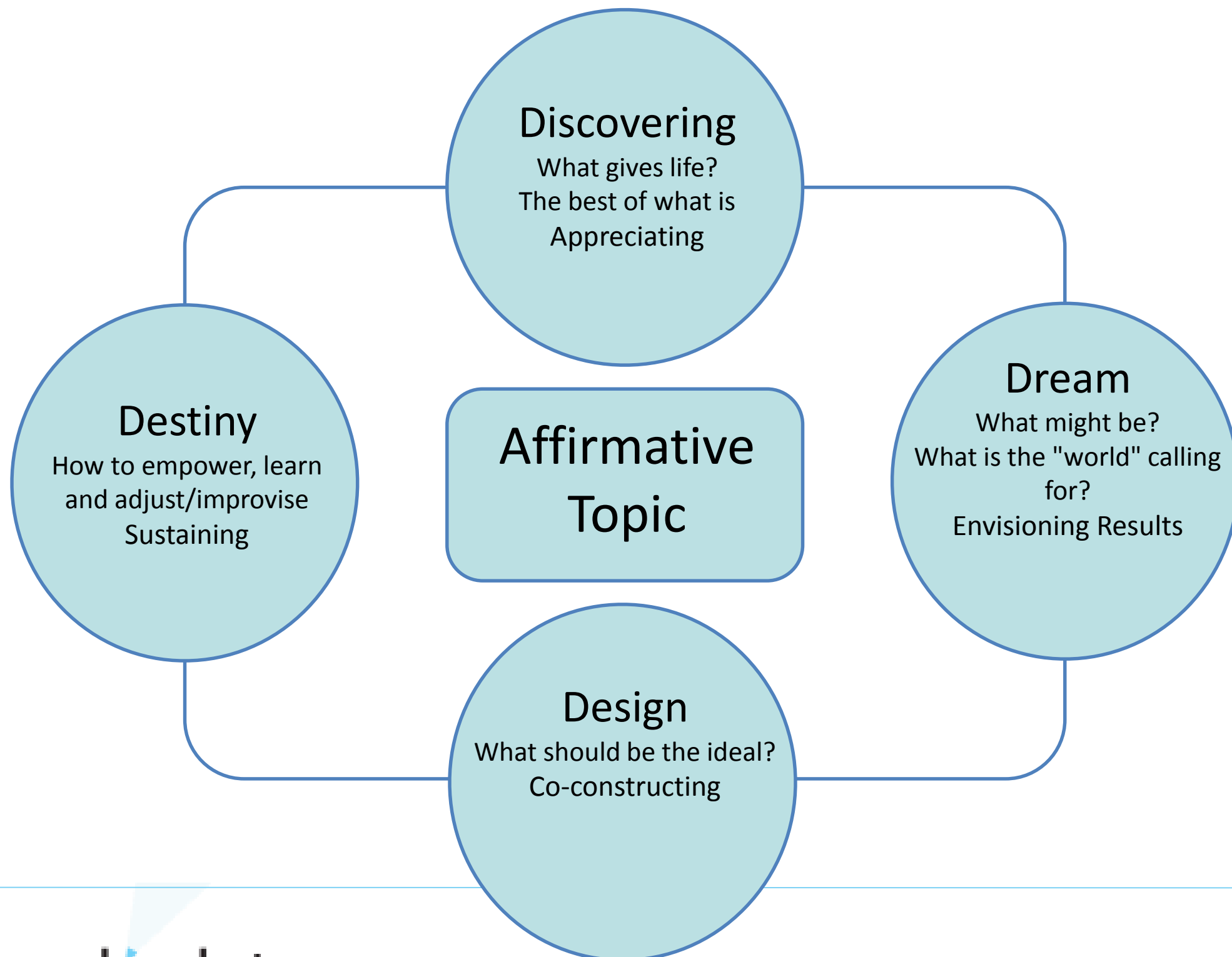
'Our' language - 'Deprived Communities' & 'Sink Estates'



The 'Shift' – on becoming 'a part' of the Community, the use of Appreciative Inquiry



AI Theory – The language of police officers?



‘A part’ of the Community – ‘Covert’ AI

Discovery

Discovering, appreciating
and valuing the best of what
is

Strengths / Values

What are you proud of?

What do you value / love
about your community?



'A part' of the Community - Catalysing

To Dream

Visioning what 'might be'
utilising those strengths and
values

A concrete vision of
What will our community look
and feel like in 2020?

How are citizens engaged and
involved?



'A part' of the Community – Letting go

Design



Dialogue around the changes that are needed to realise the dream

What are the features of what is currently working that makes it so exceptional?

Designing new systems and processes

There is no 'Community Engagement' only Community



Destiny

What small steps / changes
do we need to take now?

Pledges

How do we sustain progress?

How will we know when we
are achieving?



The 'Shift'

Appreciative Inquiry



Focuses on what is strong and working

Positively influences future

Experiential process

Enables ownership

Encourages greater self reliance

Assists in identifying assets in teams, groups and communities

To enable a community
you have to destroy another

Dawn raid on loan shark empire

15:17, 7 AUG 2009 | UPDATED 08:22, 18 JAN 2013 | BY PAUL BRITTON

A MASSIVE illegal money lending empire was smashed by police today after they arrested four men linked to jailed loan shark John Kiely.

Dawn swoops on four houses and a social club were carried out by the same team of financial investigators that brought Kiely to justice.



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Managing 'positive disruption' and 'challenges?'

'As long as it meets our agenda'



‘In Our Community We Don’t Need Signs?’ Gloucester’s ‘Policing in Citizenship’ Challenge





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