

Decision Note – Doxey Police Post



STAFFORDSHIRE COMMISSIONER

Police | Fire and Rescue | Crime

REQUEST FOR DECISION BY THE STAFFORDSHIRE COMMISSIONER

	Policing:	Crime:	Fire & Rescue:
This decision relates to:	✓	✓	

APPROVAL (for completion by Staffordshire Commissioner only)

Rationale for approval

STAFFORDSHIRE COMMISSIONER

Signature

Date 27 July 2023

Date decision required by:

If an urgent approval is required, please state reasons:

As part of the landlord's programme of works, the demolition of the existing building will take place from the 14th August onwards. approval is sought to allow the organisation to furnish the new building, whilst decommissioning the existing, in order to meet these deadlines.

For completion by Staffordshire Commissioner's Office only:-

Decision Number: SCP/D/202324/004

Date Received: 9 August 2023

	Yes	No
Has the required decision been considered under the guidance of the Staffordshire Commissioner's Decision Making Policy?	X	
Has the required decision been deemed to be a Key Decision as defined within the Staffordshire Commissioner's Decision Making Policy?	X	
Who is empowered to make the required decision? Staffordshire Commissioner		

Title	Doxey Police Post
<p>Summary:</p> <p>To agree the amendment of the current Lease for the existing Doxey Police Post, and to enter into a new 20-year lease with Highways England (existing Landlord), for the co-location of CMPG, Collision Investigation Unit and Family Liaison Officers into a newly built, fit for purpose premises. This has been commissioned and built by Highways England and as well as the revision of the lease, also requires a Capital Investment towards the overall build costs.</p> <p>The lease costs are broadly in alignment with the existing costs of the smaller Police Post, but the associated Service Charge results in a [REDACTED] revenue pressure.</p> <p>As advised above, there is a one-off Capital Investment requirement of [REDACTED] towards the cost of the overall build, which will be funded from the Seized Vehicle Reserve and means there will be no capital financing costs. There are also a number of Revenue Investment requirements (identified elsewhere within the decision note).</p> <p>Recommendation:</p> <p>To exit the current lease agreement with Highways England, and to enter into a new 20-year lease which reflects the new sqm allocation. To accept the one-off capital cost of [REDACTED] towards the cost of the overall build, as funded by the seized vehicle reserve, and any associated revenue impacts.</p>	

Chief Executive

I hereby approve the recommendation for consideration.

Signature



Date

27 July 2023

REPORT AND ADVICE TO THE STAFFORDSHIRE COMMISSIONER

1. Introduction and background

Doxey Police Post is a small building, built as part of the 'Birmingham Relief Road', now the M6, and has had a mismatch of temporary buildings added to extend it. The building is no longer fit for operational requirements and needs replacement or major investment.

In 2022, we were approached by Highways England (our current landlord) to advise that they were investing significant capital funds into a new, fit for purpose facility for a number of their key stakeholders. A proposal was put forward that would see our CMPG function relocate from the existing facility, into the new, with the demolition of the existing building to follow shortly thereafter. In addition, the new facility would allow for our Collision Investigation Team, as well as our Family Liaison Team to relocate from Stafford Police Station into the newly created domain.

The investment of Capital budget and Revenue budget, would allow us to provide a suitable space for our CMPG and CIU colleagues, in line with force standards, meeting operational demands.

2. Issues for consideration

Should we decide not to progress at this late stage, it will impact the Highways England programme, and would come with abortive costs as well as the initially stated capital investment costs identified elsewhere within the paper.

In addition, there are financial implications, as detailed below;

Investment	Year 1	Year 2	Year 3	Year 4
	£	£	£	£
████████████████████	██████████	0	0	0
████████████████████				
████████████████████				
████████████████████				

<u>Revenue Costs-</u>				
Furniture Fixings & Equipment	██████████	0	0	0
Lockers	██████████	0	0	0
Disposal & Decommission (approx.costs)	██████████	0	0	0
Lease	██████████	██████████	██████████	██████████
Service Charge	██████████	██████████	██████████	██████████
Business Rates	TBC	TBC	TBC	TBC
Total Investment	██████████	██████████	██████████	██████████
Budget	██████████	██████████	██████████	██████████
(Savings)/Pressure	██████████	██████████	██████████	██████████

The current lease at Doxey is an existing 99-year peppercorn lease and is no longer fit for purpose. The yearly costs for running the existing lease has been budgeted as part of the MTFS and is ██████████. This means that there will be a revenue pressure of ██████████ per annum for the associated Service Charge.

There will also be an associated Business Rates charge, but as this is a new build, the implications of this are not yet known.

3. What other options have been considered?

The proposed lease, with capital contribution, provides us with 3051 sqft. of space at ██████ per sqft. Should we look to convert the capital contribution to a rental cost, it would increase the rate to ██████ per sqft. This results in an additional ██████ per annum for the first 5 years. If the capital contribution was to be rentalised over a longer term (up to 10 years), then the cost would be ██████ per sqft, resulting in an additional ██████ per year for the first 10 years.

In terms of relocation, due to the nature of the department, there are no other options available to us at this time.

4. Consultation and Engagement undertaken

There has been a broad consultation with key stakeholders from the Force, including;

CMPG, CIU, IT, Estates and Highways England. In addition, a paper has been taken for governance sign off at the CIGR board, and for oversight at the Chief Officer Team meeting.

All parties affected agree that this aligns with operational requirements and meetings standards set out by the Chief Constable. It also allows staff based on site to build on key partnership relationships within the new 'Hub' building.

Report Implications	
5. Monitoring Officer comments:	
Signature <i>[Signature]</i>	Date 27 July 2023
6. Section 151 Officer comments:	
<p>The new facility would allow for our Collision Investigation Team, as well as our Family Liaison Team to relocate from Stafford Police Station into the newly created domain bringing together the service in a more cohesive way with CMPG colleagues.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>The revenue pressure will need to be included in the MTFs. Compared to other public sector joint bases this represents good value for money at [REDACTED] per square foot.</p> <p>Noting this is a revision to an existing lease as opposed to a full scale new lease</p>	
Signature <i>[Signature]</i>	Date 20/07/2023

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Please answer the following questions	Yes	No
10. Public access to information?	✓	
11. Does this decision involve the processing of personal data? (If yes please attach a completed Data Impact Assessment)		✓
12. Is the publication of this form to be deferred? (If yes approx. how long?)		✓
13. Does this form contain commercial or operationally sensitive information which is to be redacted? (If yes, please provide details with the submission of this note)	✓	

14.

ORIGINATING OFFICER DECLARATION:

Author	Emma Rowlands
Signed	E Rowlands
Date	22.06.23

Equality Impact Assessment



The purpose of this EIA is to ensure you consider any equality issues as part of your decision making when developing / reviewing your policy / procedure.

Please complete the sections below and send to the Staffordshire Commissioner's Office to be quality assured. New / revised policies cannot be published on the policy database until the EIA has passed the quality assurance process.

Title of policy/procedure:	Doxey Police Post
Department:	Estates Department
Date:	14.08.23

1. Identify the aims and purpose of the policy

To relocate existing operational motorway police officers from their existing location, into a new, purpose built shared facility.

2. Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

Staffordshire Police – Collision Investigation Team
Staffordshire Police – CMPG
West Midlands Police - CMPG

3. Data

Not Protectively Marked

Summarise the findings of any monitoring data / information which you have considered regarding the impact of this policy on people from all or any of the protected groups. This could include national or local data.

3.1 Age

NA to this project

3.2 Disability

The new build facility is in line with the Equalities Act and is accessible to users who may have a disability.

3.3 Race

NA to this project

3.4 Religion or Belief

NA to this project

3.5 Sex

We have created gender neutral locker rooms that have access to lockable shower and changing room facilities for privacy.

3.6 Sexual Orientation

NA to this project

3.7 Transgender

We have created gender neutral locker, changing and toilet facilities to reduce some of the anxiety that may be felt by members of the transgender community.

4. Research

Summarise the findings of any research you have considered regarding this policy for all or any of the protected groups. This could include information you have obtained from other sources e.g. Home Office.

4.1 Age

This information wasn't applicable to this project

4.2 Disability

This is an operational police post, where all occupants are currently in active duty. However, as this site can also be accessed by anyone within Force, it has been designed to align with the Equalities Act for members of our workforce who may have a disability.

4.3 Race

This information wasn't applicable to this project

4.4 Religion or Belief

This information wasn't applicable to this project

4.5 Sex

We have created gender neutral locker rooms that have access to lockable shower and changing room facilities for privacy.

4.6 Sexual Orientation

This information wasn't applicable to this project

4.7 Transgender

We don't currently have staff who are part of the transgender community within this building. However, we have created facilities that can be accessed by all members of the organisation.

5. Consultation

Summarise the opinions of any consultation for all or any of the protected groups. Who was consulted and how e.g. survey, discussion, forum.
If there was no consultation please justify why.

<p>5.1 Age</p> <p>Not applicable to this project.</p>
<p>5.2 Disability</p> <p>This is an operational police post, where all occupants are currently in active duty. However, as this site can also be accessed by anyone within Force, it has been designed to align with the Equalities Act for members of our workforce who may have a disability.</p>
<p>5.3 Race</p> <p>Not applicable to this project.</p>
<p>5.4 Religion or Belief</p> <p>Not applicable to this project.</p>
<p>5.5 Sex</p> <p>We downloaded information from both our HR system and from the Sgt to understand the current split of genders within this operational team.</p>
<p>5.6 Sexual Orientation</p> <p>Not applicable to this project.</p>
<p>5.7 Transgender</p> <p>We don't currently have staff who are part of the transgender community within this building. However, we have created facilities that can be accessed by all members of the organisation.</p>
<p>6. Conclusions</p> <p>Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)</p>
<p>6.1 Age</p> <p>There are no impacts to this protected group.</p>
<p>6.2 Disability</p>

There are no impacts to this protected group. Our domain is on the GF and is compliant with the Equalities Act.

6.3 Race

There are no impacts to this protected group.

6.4 Religion or Belief

There are no impacts to this protected group.

6.5 Sex

There are no impacts to this protected group. We have created gender neutral facilities for our personnel to utilise.

6.6 Sexual Orientation

There are no impacts to this protected group.

6.7 Transgender

We don't currently have staff who are part of the transgender community within this building. However, we have created facilities that can be accessed by all members of the organisation.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way.

If no changes are proposed, the policy needs to be objectively justified.

We are confident that the creation and fit out of the new build is in line with existing policies, and Acts (including the Equalities Act).

8. Monitoring arrangements

If the policy is new what consideration has been given to piloting the policy?

If monitoring is not already in place what arrangements have been made to monitor the effects of the policy on equality and diversity?

NA