

Decision Note – HQ Range Enabling Works



STAFFORDSHIRE COMMISSIONER

Police | Fire and Rescue | Crime

REQUEST FOR DECISION BY THE STAFFORDSHIRE COMMISSIONER

	Policing:	Crime:	Fire & Rescue:
This decision relates to: HQ Strategy	X		

APPROVAL (for completion by Staffordshire Commissioner only)

Rationale for approval

Progressing the HQ remodelling works is critical to enable the delivery of the HQ strategy.

STAFFORDSHIRE COMMISSIONER

Signature

Date 18/10/2024

Date decision required by:
If an urgent approval is required, please state reasons:

For completion by Staffordshire Commissioner’s Office only:-

Decision Number: SCP/D/202425/007

Date Received: 18th October 2024

	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	HQ Strategy
Summary:	
<p>The proposed Firearms Training Facility (FTF) is located on the site of Blocks 2,3 and 4 and requires these blocks to be demolished to enable the build. These buildings contain a number of specialist facilities including IT training rooms, Green Room (the Green Room is a specialist space for the management of kidnap and extortion cases and covert work) and Armoury as well as office accommodation for ROCU, SOCU, ARVs, FLU CFU and other trainers.</p> <p>The HQ Strategy works include the remodelling of the ground floor and first floor of Blocks 1 and 9. In addition to creating a mixture of specialist spaces for operational use, the scheme creates modern open plan office space for other functions. The scheme improves upon the locker space for force control room staff and provides an improved rest area to allow the staff working in some of our most pressured roles to decompress. These works allow us to re-provide space which will be lost due to the range build, but also take the opportunity to improve the workspace for staff working in some of our most challenging areas.</p> <p>We have engaged Overbury carry out the works on a Design and Build basis. The cost for the works is £2.8m This will be funded through the assigned budget and budget provision for other HQ improvement works which will be rescheduled. The Overbury professional fees will be charged to provision made for Estates project management costs.</p>	

Recommendation:

That the scheme is approved, with budget provision of £2.8m

Chief Executive

I hereby approve the recommendation for consideration.

Signature

Date

17/10/24



REPORT AND ADVICE TO THE STAFFORDSHIRE COMMISSIONER

1. Introduction and background

The business case for the FTF was predicated on the demolition of Blocks 2,3 and 4 to save the cost of the utilities and the business rates for these buildings. To enable this requires the movement of ~22 functions and the associated staff.

Part of this was achieved by the development of the PPST training facility. Part of this will be achieved through the lease of the Beaconside Centre space to enable the movement of IT training rooms and other training space.

The remodelling of Blocks 1 and 9 will enable the movement of the Green room from Block 4, and the accommodation of the remaining displaced staff.

We have engaged Overbury to carry out the works on a Design and Build basis. The cost for the works is £2.8m. This will be funded through the assigned budget and budget provision for other HQ improvement works which will be rescheduled. The Overbury professional fees will be charged to provision made for Estates project management costs.

This report requests permission to progress this work with Overbury, and approval to commit £2.8m to the works.

2. Issues for consideration

There is a dependency between us fully commissioning the additional space in the Beaconside Centre and the Overbury work starting. For Overbury to begin we must enable the IT classrooms, and other specialist functions from HQ to move to this space.

The space freed up by moving classrooms from Block 2 will give us decant space which will be used throughout the Overbury Scheme.

There is a dependency between this HQ Strategy Project and the Firearms Training Facility project. This project is key to the migration of functions out of Blocks 2, 3 and 4. A decision to not progress this project, would be a de-facto decision to not progress with the FTF project.

The costs for the movement of staff and other minor costs have been picked up as part of BAU through the Estates Revenue Budget.

Overbury have tendered the work packages through their supply chain to give cost certainty – though options for value engineering are being explored which may reduce the overall cost of these works.

3. What other options have been considered?

A more comprehensive scheme was developed with Overbury which included Block 8, apart from the Exec suite. In total this scheme covered the remodelling of 6 ½ floors. The cost of this was £8.9m, this was rejected on affordability grounds.

The lease of additional space in the Beaconside Centre will enable the IT training rooms to be migrated and create additional space for the decant of other teams. Leasing this space gives us flexibility to reduce this space in future.

This revised scheme with Overbury now excludes Block 8 and so 4 floors are being remodelled at a cost of £2.8m.

Due to the nature of the functions in scope of the Block 1 and 9 proposal, offsite accommodation was not considered.

4. Consultation and Engagement undertaken

Extensive consultation has taken place with all service areas affected. Due to the scale of the changes, we have also engaged with those service areas that will be required to support with the changes.

This consultation has been iterative as different options have been developed, proposed, and revised.

Report Implications

5. Monitoring Officer comments:

A robust business case underpins this recommendation, due process has been followed.

Signature

Date 17/10/2024



6. Section 151 Officer comments:

The costs for this work will be covered through lines already included within the Estates Capital Programme, using the budget assigned for this work and re-allocating budgets assigned for other blocks. The deprioritised work will be re-phased to be carried out in future years. The capital programme will be updated to reflect these changes.

As part of the evaluation of the work with Overbury, we have sought assurance on opportunities to value engineer cost out. Savings identified from reducing material quality were offset by reduced lifespans and thus in this instance not taken with a view to this project allowing for a 25-year lifespan ahead of materials replacement. We are working internally, and with Overbury, to consider other options for value engineering, and use of our supply chain, which could lead to cost savings without compromising the quality of the scheme or increasing the lifetime revenue costs of maintaining the buildings.

In addition, by refurbishing these spaces there will be a resultant increase in utilisation, reducing cost per desk. This work will provide a template for further projects to reduce cost per desk, increase density and allow for choices across the joint Police and Fire estate that are not currently available to the Commissioner.

Signature *J. Bloomer* Date 17/10/2024

Yes

No

Has legal advice (outside of that provided by the Monitoring Officer) been sought on the content of this report?

7. Legal Comments:

Assurance for Overbury engagement provided by Commercial Services

8. Risks - please give the details of any operational or strategic risks that are affected by this decision (add risk reference number and title below)

This project enables the construction of the Firearms Training Facility. The risk of the loss of the current firing range and the impact of developing new firearms officers and maintaining the competency of our existing firearms officers is recorded on the Operational risk register for the Force Contact and Operations command.

9. Equality Comments – please attach the completed EIA

10. Background/supporting paper

Please answer the following questions	Yes	No
11. Public access to information?	X	
12. Does this decision involve the processing of personal data? (If yes please attach a completed Data Impact Assessment)		X
13. Is the publication of this form to be deferred? (If yes approx. how long?)		X
14. 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)		X

15. ORIGINATING OFFICER DECLARATION:

Author	Richard Battams
Signed	Richard Battams
Date	3 October 2024



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:	HQ Strategy
Department:	Estates / Commercial
Date:	24/09/24

1. Identify the aims and purpose of the policy

This EIA does not relate to a policy and instead relates to a procurement decision regarding the remodelling of Blocks 1 and 9 on the HQ site.

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

Police Staff, PFCC Staff and visitors to Blocks 1 and 9.

3. Data

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 n/a
3.2 Disability n/a
3.3 Race n/a
3.4 Religion or Belief n/a
3.5 Sex n/a
3.6 Sexual Orientation n/a
3.7 Transgender n/a

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 n/a
4.2 Disability n/a
4.3 Race n/a
4.4 Religion or Belief n/a
4.5 Sex n/a
4.6 Sexual Orientation n/a
4.7 Transgender n/a

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.

The building was designed based on well established legislation and industry best practice.

5.1 Age

n/a

5.2 Disability

n/a

5.3 Race

n/a

5.4 Religion or Belief

n/a

5.5 Sex

n/a

5.6 Sexual Orientation

n/a

5.7 Transgender

n/a

6. Conclusions

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)

6.1 Age The design decisions taken ensure the facilities will meet the needs of staff and visitors irrespective of Age.
6.2 Disability The design decisions taken have been informed by an expert understanding of the design and development of buildings which fully comply with legislation.
6.3 Race N/A
6.4 Religion or Belief Welfare and Faith Rooms are included within the scheme.
6.5 Sex The building designs have been prepared to meet the needs of all sexes.
6.6 Sexual Orientation n/a
6.7 Transgender The building designs have been prepared to meet the needs of transgender employees or visitors.

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.

Overbury are qualified and competent to design schemes such as ours to meet the diverse needs of our staff and visitors. The design of the building will not negatively impact those with any protected characteristics.

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?

n/a

This equality impact assessment will be published on the SC website.

EIA Form Dated
01/08/2018