

DMPC DECISION – PCD 1956

Title National Neighbourhood Policing Programme

Executive Summary:

This paper seeks approval for financial investment to deliver the national Neighbourhood Policing Pathway (NPP).

The investment strengthens national policing commitments, ensures future compliance with His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) standards, and supports the Metropolitan Police Service's (MPS's) priorities under A New Met for London (NMfL), contributing to More Trust, Less Crime, and High Standards.

The NPP, developed by the College of Policing as part of the Safer Streets Mission, provides a structured two-year training programme for neighbourhood officers and staff. It focuses on community engagement, problem solving, and crime prevention, enhancing professional standards and public trust.

The MPS will roll out NPP training to approximately 4,200 officers and staff from January 2026, with face-to-face delivery from April 2026 to March 2028. Embedding NPP into new recruit training and leadership programmes will ensure sustainability beyond the initial rollout.

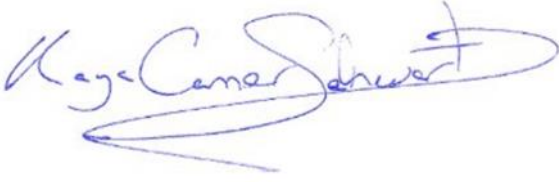
Recommendation:

The Deputy Mayor for Policing and Crime is recommended to approve the required financial investment in NPP, assessed at a maximum of £1.28m in 2026/27 and £1.22m in 2027/28. These costs will be funded from within the existing People & Resources revenue budget allocation.

Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.



Signature

Date: 06/03/2026

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

Decision required – supporting report

1. Introduction and background

- 1.1. As part of the Safer Streets Mission, the Government has committed to transforming Neighbourhood Policing through the Neighbourhood Policing Guarantee (NPG). The Neighbourhood Policing Pathway (NPP) forms one of five pillars of the NPG and outlines the need for clear standards and professional excellence supported by new training.
- 1.2. The NPP is not mandatory training by the College of Policing, but forces are expected to engage. It forms part of the Government's Neighbourhood Policing Guarantee Performance Framework, which commits to full delivery by the end of Parliament in 2029. NPP will feature within the HMICFRS PEEL assessment framework, with inspections expected in 2027, though the required level of completion remains unclear. The MPS supports rolling out NPP with the College of Policing, recognising NMfL commitments to improving neighbourhood policing performance.
- 1.3. NPP was launched by the College of Policing in June 2025, with forces expected to begin face-to-face training that year and complete rollout by April 2027. Given significant learning time already invested in 2025/26 on 'A NMfL for Everyone' training and the need to balance operational demands, Management Board supported a recommendation to reposition the launch of NPP digital training to January 2026, with face-to-face training from April 2026. The College of Policing has been engaged via the Chief People and Resources Officer, and this position is confirmed.

2. Issues for consideration

- 2.1. NPP is a direct requirement within the Government's Neighbourhood Policing Guarantee.
- 2.2. NPP comprises three levels of training over two years: NPP1 (self-assessment and modular e-learning), NPP2 (face-to-face modules), and NPP3 (additional face-to-face modules for leaders). Year 1 focuses on community engagement, problem solving, and anti-social behaviour. Year 2 covers partnership working to prevent and reduce crime, protecting communities from serious and organised crime, and offender management. The learning covers six core modules: community engagement; problem solving and anti-social behaviour; partnership working to prevent and reduce crime; protecting communities from serious and organised crime; and offender management (breaking the cycle of crime).
- 2.3. The target audience for the training is approximately 4,200 officers and staff in neighbourhood policing roles. The training will involve a minimum of 11 days of learning over the two-year period.
- 2.4. NPP learning directly supports our NMfL commitments in respect of community crime fighting and partnership working.

3. Financial Comments

- 3.1. The total estimated cost for NPP delivery is £2.5m across 2026/27 and 2027/28, as detailed in the table below. Costs may reduce by up to 10% through internal absorption and recognition of prior experience/learning, with further reductions possible via Home Office support, to be confirmed by the College of Policing.

Category	2026/27	2026/27	Total
	(£m)	(£m)	(£m)
Estate	0.51	0.51	1.02
Trainers	0.43	0.43	0.85
Central Delivery Team	0.29	0.29	0.58
MPS Public Order Command Resourcing	0.06	0	0.06
Total	1.28	1.22	2.5

- 3.2. This will be funded from the People and Resources budget in each respective year.

4. Commercial Implication

- 4.1. Procurement arrangements are in place to ensure compliance and value for money. External trainer requirements will be met through the existing agreement with Reed Specialist Recruitment Limited. Venue needs will be sourced via Calder's under the new Crown Commercial Services national framework. Calder's will provide competitive sourcing as part of their value-added service. We have recent experience securing external training venues at competitive rates for our Leadership Academy and NMfL for Everyone training.

5. Legal Comments

- 5.1. The Mayor's Office for Policing and Crime ("MOPAC") is a contracting authority as defined in the Public Contracts Regulations 2015 ("the Regulations"), and that all awards of public contracts for goods and/or services valued at £0.214m or above shall be procured in accordance with the Regulations. This report confirms the value of the proposed contract exceeds this threshold.
- 5.2. The MOPAC Scheme of Delegation and Consent provides the Deputy Mayor for Policing and Crime ("DMPC") has delegated authority to approve:
- Business cases for revenue or capital expenditure of £0.50m and above (paragraph 4.8); and
 - All requests to go out to tender for contracts of £0.50m or above, or where there is a particular public interest (paragraph 4.13).
- 5.3. Paragraph 7.23 of the Scheme provides that the Director of Strategic Procurement has consent for the approval of the award of all contracts, except for those called in through the agreed call in procedure. Paragraph 4.14 of the Scheme provides the DMPC reserves the right to call in any MPS proposal to award a contract for £0.50m or above. A request for approval by the DMPC for the Director of Strategic Procurement to approve the eventual award will be required.

6. Equality Comments

6.1. With support from Culture Diversity and Inclusion (CD&I), an Equality Impact Assessment will be carried out for the NPP to ensure that all requirements are identified and, where necessary, adjustments are made to the learning provision.

7. **GDPR and Data Privacy**

7.1. The MPS is subject to the requirements and conditions placed on it as a 'State' body to comply with the European Convention of Human Rights and the Data Protection Act (DPA) 2018. Both legislative requirements place an obligation on the MPS to process personal data fairly and lawfully in order to safeguard the rights and freedoms of individuals.

7.2. Under Article 35 of the General Data Protection Regulation (GDPR) and Section 57 of the DPA 2018, Data Protection Impact Assessments (DPIA) become mandatory for organisations with technologies and processes that are likely to result in a high risk to the rights of the data subjects.

7.3. The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the project meets its compliance requirements.

7.4. The corporate Learning Management System (LMS) will manage learner eligibility, track progression, record completion, and generate compliance reports. All data will be stored within approved corporate solutions and managed in strict accordance with industry and government standards, including applicable ISO standards, UK Government Security Classifications, and cloud computing requirements mandated by the Digital Data and Technology department. These measures ensure the integrity, confidentiality, and availability of all data always.

8. **Background/supporting papers**

8.1. MPS Report – National Neighbourhood Policing Programme.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision, it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? No.

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – Yes

ORIGINATING OFFICER DECLARATION

	<i>Tick to confirm statement (✓)</i>
Head of Unit: The Chief Finance Officer and Director of Corporate services has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Equalities Advice: Equality and diversity issues are covered in the body of the report.	✓
Commercial Issues The proposal is in keeping with the GLA Group Responsible Procurement Policy.	✓
GDPR/Data Privacy GDPR compliance issues are covered in the body of the report.	✓
Drafting Officer Stephen Kalyango has drafted this report in accordance with MOPAC procedures.	✓
Director/Head of Service: The Chief Finance Officer and the Director of Corporate Services has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

Chief Executive Officer

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

A handwritten signature in cursive script, appearing to read "K. K. K. K. K.", is centered within a rectangular area. The signature is written in black ink on a light gray, textured background.

Signature

Date: 06/03/2026