

COLLABORATION: COHESIVE OR CHAOTIC?

We surveyed 110 Superintendents in, or previously in, collaboration roles.

Governance

Should force amalgamations be considered as a more effective governance arrangement?



Collaborations are only as effective as Executive Leadership Teams and PCCs want them to be. Stability of collaborations are undermined when those Executive Leadership Teams change. This can't be good for people, the public purse or the community.

Survey Respondent

Strategy



58% felt collaborations saved money



56% said collaborations provide effective service to the public



54% thought collaborative arrangements are **NOT** sustainable in the long-term

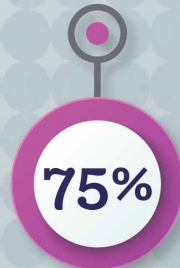
Organisational impact



spent more time negotiating and influencing those in senior positions than in single force roles



said being in a collaborative role had an adverse effect on their preferred leadership approach



described a negative impact on their working hours



said there was a negative impact on their time management



reported a negative impact on travelling during work time

Personal impact



61% said a collaborative role had a negative impact on their health and wellbeing



67% said a collaborative role had a negative impact on their private life

If you had a blank sheet of paper would you honestly create the current system we have for policing? The current force structure in England and Wales is not fit for purpose.

Survey Respondent