

The Triad Tribune

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POLICE REFORM IN OTHERLAND

Anniversary Special

Five years on. *Have the reforms worked?*

Five years ago, Home Secretary Evette Trooper launched the biggest shake-up of Otherland policing in 15 years.

The white paper promised greater quality, consistency, and efficiency to a police force comprising of 43 constabularies.

We sent our reporters across the Country to find out what has changed in policing, five years on.



"We finally agreed on a national strategy. All 43 versions of it."

Right Honourable Rhetoric, MP

"We wanted joined-up IT. We got joined-up error messages."

Dotty Comms, TeK4Gooood

"We're not short of officers. We're short of officers who stay."

Chief Chatterton

"The public say they want visibility. We say: have you tried our new holograms?"

Constable Quickstep

"The reforms promised smarter use of resources. But investment isn't reaching where it's needed."

Bobby Broadcast, Tribune Police Correspondent



NEIGHBOURHOOD POLICING GUARANTEE

“We have more neighbourhood PCs than before, but even more locals too. The public want visibility, but five Home Secretaries later, short-term fixes still trump long-term strategy.”

Constable Quickstep of the North-East Constabulary

“They strengthened Police and Crime Commissioners without asking us. Most crime here is online – more bobbies on the beat won’t stop me getting mugged digitally.”

Voter Violet, from Middlington



Violet, from Middlington

NATIONAL POLICING CAPABILITY

The reforms aimed to create national capability for tech-enabled, cross-border crime.

“Shared solutions make sense, but chief constables resist giving up autonomy. We face 43 versions of the same system or none at all. Both regional and national sides are frustrated. And Otherland police staff strikes over working practices haven’t helped.”

The Right Honourable Rhetoric, MP

OFFICER RETENTION, RECRUITMENT & CULTURE

“This was a missed opportunity. Outdated practices linger, innovation stalls, and a ‘not invented here’ mindset blocks proven solutions.”

Weak pensions and career paths are driving out experience. Attrition is rising particularly amongst our new cohorts. Other than that, it’s perfect.”

Chief Chatterton, North Somewhere Police District

TECHNOLOGY & EFFICIENCY

“Digital tools should improve intelligence, evidence handling, and public contact. The acid test is whether they improve the frontline user experience. And too often, they don’t. We need to make complex simple.”

Dotty Comms, TeK4Gooood

VALUE FOR MONEY?

“The reforms promised smarter use of resources. But political crises such as immigration, protests and emergencies all siphon funds from reform into damage control. Investment isn’t reaching where it’s needed.”

Bobby Broadcast, Tribune Police Correspondent

VERDICT:

THE INSIDER'S VIEW

We asked ex-Home Secretary Evette Trooper to give her view on policing today:

Q: What's needed for more effective, consistent policing?

"Quality, consistency, and efficiency nationwide. But clinging to old practices and rejecting outside ideas is stifling innovation."

Q: Have systemic issues been fixed?

"Partly. But funding gaps, leadership resistance, and fragmented tech remain. Reform goals were ambitious, perhaps too ambitious."

Q: How to build public confidence?

"Consult the public. Priorities change as crime evolves. Without citizen input, reforms won't stick."

STATS OF THE WEEK

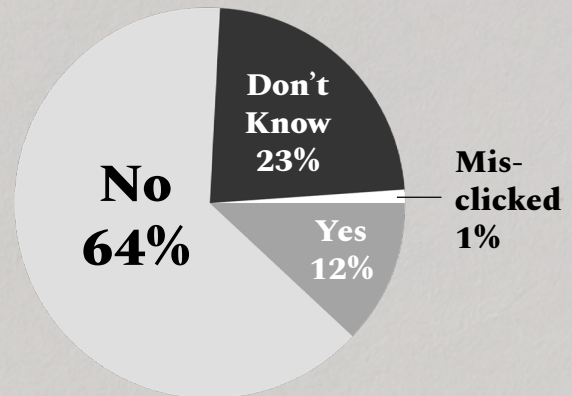
Average tenure of a Chief Constable: **2 years and 3 months**

Number of IT systems currently in use across policing: **842**

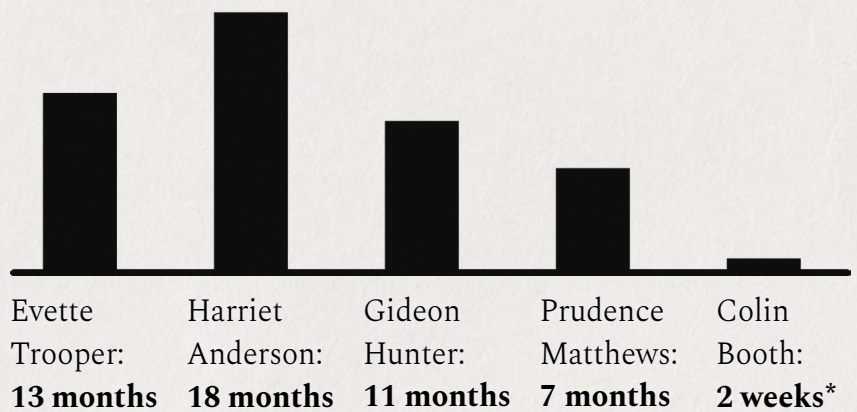
Percentage of those systems that "definitely talk to each other": **0%**

PUBLIC OPINION POLL

Q:
"Do you feel safer after the reforms?"



HOME SECRETARIES BY SHELF LIFE



*resigned after printer jam incident

We hope you enjoyed our slightly satirical take on the challenges of policing reform in “Otherland”.

Consultants at Triad conducted a ‘pre-mortem’ to forecast why reforms may fail – it’s a tried and trusted technique we use to reinforce and secure any large programme that we undertake. We used the material from the pre-mortem to develop the newspaper idea.

On a more serious note, here are five things we think would go some way to preventing the same happening to policing within England and Wales:

1

Try not to think of “reform” as a project, rather treat it as a change in approach – designed to unite policing stakeholders around an inspiring, clear vision of improved public safety which is delivered efficiently and without waste.

2

Plot a course that also allows for course corrections, taking incremental steps towards the new world whilst continuously checking that the course remains valid.

3

Design national co-ordination and decision-making mechanisms that ensure change is delivered without delay – adopt industry standards in “speed to market” that mean policing out-paces criminality, not the other way round.

4

Give people hope – it’s time to move from a deficit mindset to a more aspirational and positive style of leadership that celebrates success whilst being realistic about the challenges ahead.

5

Harness the power of the territorial structure to accelerate innovation in a cohesive, nationally-focused way that brings the average performance of forces up far quicker than local initiatives alone can achieve.

These are not “motherhood and apple pie” exhortations.

Each of these imperatives requires a change in current thinking, an abandonment of existing structures and dogma, and tangible measures that demonstrate a meaningful shift from status quo to the new world.

And changes of this magnitude require bold, confident leadership from people who have the capacity to persuade, influence and inspire all stakeholders that policing reform is desirable, that it’s possible, and that - with this leadership in place - inevitable.