

Prevention hub – embedding prevention-led and problem-solving approaches

Implementing a Prevention Hub to encourage the delivery of problem-solving and prevention activities.

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Key details

Stage of practice	Untested
Purpose	Organisational
Topic	Leadership, development and learning
Organisation	Nottinghamshire Police
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Region	East Midlands
Partners	Police
Stage of implementation	The practice is implemented.
Start date	November 2023
Scale of initiative	Local
Target group	Workforce

Aim

The prevention hub aims to embed prevention as a core policing function across all ranks and departments, encouraging a sustained cultural shift from reactive to proactive practice.

The aim is to strengthen workforce capability through training and leadership support, promoting evidence-based approaches, and enhancing multi-agency collaboration to address the causes of crime and deliver sustainable outcomes for communities.

Intended outcome

The intended outcomes of embedding a culture of prevention are to:

- increase problem-solving approaches by using consistent use of problem-management plans across all departments
- strengthen multi-agency partnership working to prevent harm
- increase the use of data and performance insight to inform decision-making
- reduce overall crime rates, repeat victimisation, and reoffending
- reduce demand on police and other emergency services
- improve staff confidence and capability in delivering prevention through training and leadership support
- reduce reliance on reactive policing by embedding a sustained shift towards proactive, prevention-led activity

Description

Nottinghamshire Police established the prevention hub in recognising the need to shift from a predominantly reactive policing model to a more proactive, prevention-led approach. This approach aligns with the National Policing Prevention Strategy, which emphasises embedding prevention as a core function to maximise opportunities for preventing public harm and reducing demand.

The initiative was supported by the chief constable and chief officer team, who had already identified prevention as a key pillar within the 'Proud to Serve' pledge. This commitment from the senior leadership team provided the foundation for cultural change across the organisation. Formal approval for resources, staffing, and a dedicated budget enabled the creation of a standalone

department within the local policing command.

The department is accountable through established force governance structures and the Nottinghamshire Office of the Police and Crime Commissioner's public accountability board.

Planning process

The planning process involved designing a prevention hub that would both deliver operational activity and provide strategic oversight. The purpose of the prevention hub is to bring together subject matter experts from across key disciplines, including:

- youth justice
- crime prevention
- licensing
- community engagement
- offender management

This multi-disciplinary approach ensures that prevention activity is co-ordinated effectively across all departments. The Hub is overseen by a strategic prevention board, where departments discuss the prevention activity they are currently undertaking and identify whether further support is required.

The hub consists of one superintendent, two chief inspectors, six inspectors, and one manager.

Implementation

The team attend force-level governance meetings, including daily management meetings and departmental senior leadership team (SLT) meetings to ensure alignment and accountability. Multi-agency partnership problem-solving meetings are embedded within neighbourhood policing, with outcomes reviewed through the strategic neighbourhood policing board. Prevention is further reinforced through operational performance review meetings, where performance data and case studies are used to demonstrate impact and drive continuous improvement.

A Power BI dashboard has been developed by the performance and insight team to support implementation and provide oversight of demand, harm, offending, and problem-solving activity. The dashboard enables evidence-based decision-making and consistent performance

management across the force.

To support implementation, a training programme has been developed by the force's prevention trainers for officers and staff at all levels. The training covers how the workforce can apply problem-solving methodologies and prevention principles in their roles. This is underpinned by clear and accessible guidance, supported by internal communications.

Workforce engagement is further strengthened through the delivery of 'what works' surgeries. Each month, the hub visits a police station to discuss problem-solving and evidence-based policing. During these drop-in surgeries, officers and staff can work through ideas together by utilising subject-matter experts in the following areas:

- problem-solving
- crime prevention
- designing out crime
- business crime
- analytics

All surgery dates and locations are advertised in advance on the force's intranet.

Cultural change has also been driven through the recognition and reinforcement of good practice. The annual prevention showcase highlights successful initiatives, promotes evidence-based policing, and encourages replication of effective approaches.

Overall impact

There has been a sustained cultural shift across Nottinghamshire Police, with prevention and problem-solving now embedded as core policing functions across the force. The establishment of the prevention hub has enabled coordinated delivery, strengthened partnership working and provided ongoing support to frontline teams. Feedback from officers and staff indicates increased confidence and engagement in applying preventative approaches.

Prevention is consistently reinforced through strong leadership, governance, and day-to-day operational activity. The SLT actively promotes this approach in strategic forums, performance meetings, and workforce engagement, ensuring that prevention remains a central organisational priority.

Learning

The implementation of preventative policing through the prevention hub has provided significant organisational learning for the force.

A key strength has been the clear and consistent leadership commitment to prevention as a core policing function. Support from the chief constable and the SLT has been instrumental in setting direction, reinforcing expectations, and embedding prevention within both strategic and operational activity. Implementing the prevention hub has been critical in bringing together specialist capabilities in problem-solving, partnership working, and community engagement to provide practical support across the force. The development of the Power BI dashboard has further enabled evidence-based decision-making and improved visibility of outcomes.

A key challenge for the Hub has been ensuring a consistent understanding of prevention-led approaches. Competing operational demand has at times limited the capacity of teams to fully engage with the initiative, leading to some inconsistency in delivery. Embedding new approaches into existing ways of working has required ongoing communication, reinforcement and support.

In the early stages, approaches were not always applied uniformly across departments, and not all staff had the same level of exposure to training or support. This highlighted the importance of a more structured and phased approach to implementation. There remains a continued need to strengthen performance measurement to ensure that the long term benefits of prevention are consistently evidenced and understood.

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