

**The Police and Crime Commissioner for
Wiltshire**

**Proposed Southern Policing Hub at Mitre
Way, Old Sarum, Salisbury SP4 6GW**

Estates and Operational Statement

September 2026

Contents

Executive summary	2
Structure of this statement	2
1. Purpose and scope.....	2
2. Introduction.....	3
i. Operational context to the Police Estate and the need for the proposed development	4
ii. Existing Salisbury Police Station at Bourne Hill	7
iii. Mitigation of Amenity Impacts.....	8
iv. Why is it necessary to relocate from Bourne Hill?	9
v. Why can't Bourne Hill Police Station be made fit for purpose?.....	10
3. Why Mitre Way Old Sarum?	11
4. Future uses for the Old Sarum Southern Policing Hub site and employment numbers	13
i. What facilities will be provided by the new Southern Policing Hub at Old Sarum?	14
ii. What are the benefits of the proposed relocation from Bourne Hill to a new Southern Policing Hub at Old Sarum?	15
5. Community engagement undertaken to support the application.....	18
6. Conclusions	19
7. Appendix A	20

Police and Crime Commissioner for Wiltshire - Proposed Southern Policing Hub at Mitre Way, Old Sarum, Salisbury SP4 6GW - Estates and Operational Statement

Executive summary

This Estates and Operational Statement supports the Police and Crime Commissioner for Wiltshire's (PCC's) outline planning application for a proposed Southern Policing Hub at Mitre Way, Old Sarum, Salisbury. The proposal will replace the existing policing accommodation at Bourne Hill, which has been assessed by operational leadership as no longer fit for purpose for modern policing, and will provide a secure, purpose-built facility to support neighbourhood policing, response and associated functions.

The Mitre Way site has been identified following an extended site search and is located on land identified for employment development within the adopted development plan, with good connectivity to Salisbury and the wider southern policing area. The new hub will operate on a 24/7 basis for operational functions and will include a public-facing enquiry office providing staffed access during advertised hours.

The statement explains the operational need, the estate requirements the scheme must meet, and the public interest case. It should be read alongside the Planning Statement and technical submissions which address detailed matters and demonstrate compliance with the development plan and relevant national planning policy and guidance.

Structure of this statement

Section 1 sets out the purpose and scope of this statement. Section 2 introduces the proposal and summarises the relevant planning context. Section 3 explains the operational and estate case for development, including why Bourne Hill is no longer fit for purpose. Section 4 summarises the site search and why Mitre Way, Old Sarum has been identified as the preferred deliverable option. Section 5 explains the proposed use of the Mitre Way site. Section 6 sets out the benefits of relocating from Bourne Hill to a new Southern Policing Hub. Section 7 summarises the community engagement undertaken to support the application, with further detail provided in the separate Statement of Community Involvement. Section 8 provides the conclusions.

1. Purpose and scope

This Estates and Operational Statement accompanies the outline planning application for a proposed Southern Policing Hub at Old Sarum and sets out the operational justification, estate requirements and public interest case for this emergency services development. It explains why the existing Salisbury police estate is no longer fit for purpose, why a new purpose-built facility is operationally necessary, how the proposed site meets strategic policing needs for the southern half of Wiltshire, and how potential impacts on the local community will be appropriately mitigated.

This statement is provided to assist Wiltshire Council as the Local Planning Authority, stakeholders and the public in understanding the operational need for the development, the estate requirements which the scheme must meet, and the public interest case for providing

a modern policing facility to serve Salisbury and the wider south of Wiltshire. It is not intended to duplicate or replace the other planning submission documents which assess matters such as design, access, highways, environmental effects or other technical considerations, nor does it set out the detailed internal governance, business case approvals, programme management or procurement arrangements through which the PCC and Chief Constable will deliver the project if planning permission is granted. Those implementation arrangements sit separately within established policing and public sector decision-making frameworks, whereas this statement focuses on the operational justification and the outcomes the development enables.

2. Introduction

This statement supports the PCC's outline planning application submission for a proposed new Policing Hub at land at Mitre Way, Old Sarum to replace the existing Bourne Hill Police Station in Salisbury, which accommodates Salisbury Community Policing Team (CPT) and other Police functions. At this stage, the PCC is seeking outline planning permission with all matters except means of access being reserved for future determination by Wiltshire Council.

Bourne Hill Police Station provides policing services to Wiltshire that are critical to public safety. It has been identified as unfit for purpose and does not meet current policing needs due to the building fabric, layout and the constraints of operating within a shared, non-police-designed environment. Despite improvements, the Bourne Hill facility does not, and is unlikely to be able to, fully support modern operational requirements or optimised police service delivery. This has been the operational assessment of the last two Chief Constables, who have each been the primary policing adviser to the PCC.

Following an extensive site search over four years the PCC has secured a site at Mitre Way, Old Sarum as a suitable location for the development of a new CPT facility for Salisbury to replace Bourne Hill Police Station alongside accommodation for other police functions.

The site comprises approximately 6.4 acres (2.6 ha) of land identified in the development plan for employment development. A conditional contract to acquire the land has been entered into by the PCC with the landowner, Persimmon Homes. The conditions to be satisfied before the acquisition is completed include the grant of a satisfactory planning permission.

This proposed Southern Policing Hub is a direct, practical means by which the PCC will discharge their statutory duties under the Police Reform and Social Responsibility Act 2011 to secure the maintenance of an efficient and effective police force, by ensuring that the police estate in the south of the county is capable of supporting modern operational delivery. The scheme also gives effect to the relevant objectives within the Police and Crime Plan (including the commitment to provide the police with the right tools for the job) and implements the Estates Strategy / Estate Model by delivering a secure, fit-for-purpose community policing hub for Salisbury and southern Wiltshire. In doing so, the development provides a clear line of sight between estate investment and improved operational outcomes, including more efficient deployment and supervision of officers and staff, improved safeguarding and security of police operations, resilient 24/7 service delivery, and an appropriate public-facing enquiry office facility.

The proposed site at Mitre Way, Old Sarum is identified for employment development within the adopted development plan. The key planning policy documents relevant to the principle of development and its assessment include:

- **National Planning Policy Framework (NPPF)** (August 2026)

- **Planning Practice Guidance (PPG)** – material consideration providing national policy guidance on determining planning applications and applying NPPF policy.
- **Wiltshire Core Strategy** (adopted 20 January 2015) – adopted strategic planning framework for Wiltshire to 2026, including the spatial strategy for the Salisbury area and development management policies relevant to employment land, design, transport and mitigation of impacts.
- **‘Saved’ Policies of the Salisbury District Local Plan 2011** – including **Policy E1 (Land at Old Sarum)** which allocates land for mixed development including employment (and sets phasing requirements).
- **Laverstock and Ford Communities Neighbourhood Development Plan** as Made in 2022.

The Wiltshire Local Plan Review was withdrawn by Wiltshire Council on 19 May 2026 following which this emerging plan carries little or no weight. Wiltshire Council has recently given notice of its intention to prepare a new Wiltshire Local Plan.

The detailed assessment of policy compliance (including matters such as potential approaches to design, access strategy, transport impacts, biodiversity effects, drainage and flood risk, heritage and archaeology) is set out in the application Planning Statement and associated technical reports. This statement focuses on the estates and operational case for the proposed facility. It also signposts the principal development plan and national policy considerations as relevant to the acceptability of a policing hub in this location, however these are addressed in more detail in the Planning Statement and other supporting documents.

The Mitre Way site is identified for employment development within the adopted development plan, and the principle of development which supports job creation and a strong local economy is therefore established. The proposed Southern Policing Hub is compatible with these objectives: it will directly generate and support employment (accommodating circa 200–220 officers, staff and contractors on site) and will represent long-term public investment in Salisbury and Wiltshire. The proposal will introduce a stable, year-round operational use that supports the functioning of the wider local economy.

In land use terms, a modern policing hub is a form of essential public service infrastructure which can sit appropriately within an employment allocation where it does not prejudice the delivery of employment land objectives, and where it is supported by the wider spatial strategy. Accordingly, the proposal should be assessed as being appropriate in principle against the employment land and spatial strategy policies in the adopted Wiltshire Core Strategy (January 2015) and the relevant local plan allocation for Old Sarum.

i. Operational context to the Police Estate and the need for the proposed development

Modern policing places increasing demands on the police estate as Forces respond to complex crime, police reform, changing service models and rising public expectations. The existing estate in the south of the county, including Bourne Hill Police Station, has been assessed as no longer fit for purpose and unable to support efficient, effective and modern policing or the wellbeing of officers and staff. A strategically located Southern Policing Hub at Old Sarum provides the opportunity to serve the southern half of Wiltshire from a location that meets operational need, improves access to key transport routes and supports future reform and collaboration. In parallel, the operation of the site will be managed to minimise any adverse impacts on local communities.

To achieve this, it is necessary for the PCC to provide:

- Fit for purpose buildings in locations which fully meet operational need,
- modern, secure, flexible, well designed, properly maintained, sustainable accommodation layouts influenced by operational need rather than building limitation,
- Consolidation of operational and corporate services, and associated security requirements, in fewer location,
- efficient IT systems, capability and infrastructure,
- sufficient storage for increasing operational storage requirements, and
- in all its aspects ranging from day-to-day operational kit and consumables to specialist kit and evidence storage. Effective resilience and future proofing to allow ability to provide services to support regional reformed policing services.

Police Reform and Social Responsibility Act 2011 and Policing Protocol Order 2023

The legal basis for the submission by the PCC for Wiltshire of the application for outline planning permission is set out below.

Under Subsection 1(6) of the Police Reform and Social Responsibility Act 2011 the PCC must:

- (a) “secure the maintenance of the police force for that area, and*
- (b) secure that the police force is efficient and effective.”*

Under paragraph 14 of Schedule 1 of the Police Reform and Social Responsibility Act 2011 *“a police and crime commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner...”*

That includes...

acquiring and disposing of property (including land)”.

Paragraph 17(g) of the Policing Protocol Order 2023 provides that the PCC has the legal power and duty *to maintain an efficient and effective police force* for the Wiltshire Police area.

Paragraph 20 of the Policing Protocol Order 2023 provides that the PCC has *a specific responsibility for the delivery of community safety and crime reduction*.

Wiltshire and Swindon Police and Crime Plan 2025–2029

The Police and Crime Plan sets out priorities for policing and community safety across Wiltshire and Swindon, including an explicit commitment to ensure that officers and staff have the right tools, technology and estate to deliver an efficient and effective service. Estate development is therefore a key enabler for delivering the Plan’s priorities and for maintaining a policing model which meets current and future demand across southern Wiltshire, including Salisbury.

Estates Strategy 2023-2027

The Estates Strategy underpins delivery of all priorities by providing physical locations to deliver policing, victim and justice services to the public. It provides a long-term estate vision which will *“help improve the safety and well-being of people, localities and communities.”*

The Estate Strategy must *“support the creation of a modern efficient estate which can attract, retain and empower our officers and staff”* and *“enable the use of technology to improve our operational effectiveness.”*

The Estate Strategy is based around four design principles which are embedded in the PCC’s estate decisions. These principles are demand-led, modern, efficient, and focused on maintaining public visibility.

DEMAND LED - Meets police demand from local, regional and national services - Support public access - Flexible, resilient and adaptable to change - Supports delivery of the Police and Crime Plan	PUBLIC VISIBILITY - Visible in communities - Enable public access to police - Provide a visible sign of reassurance - Engage the public in their police services
MODERNISED - Our people work in compliant, secure, comfortable and well maintained workplaces - Supports productivity, wellbeing, recruitment and retention of talent - Support modern technology and smarter working	EFFICIENT - Investment is prudent and sustainable in supporting corporate priorities - Comply and deliver environmental sustainability and support reductions in emissions - Fully utilise all sites - Only retaining sites that meet our demands and standards

Figure 1: Strategic Principles in the Wiltshire PCC's Estates Strategy 2023-2027

The Estate Strategy includes the PCC's Vision for the Police Estate in Wiltshire:

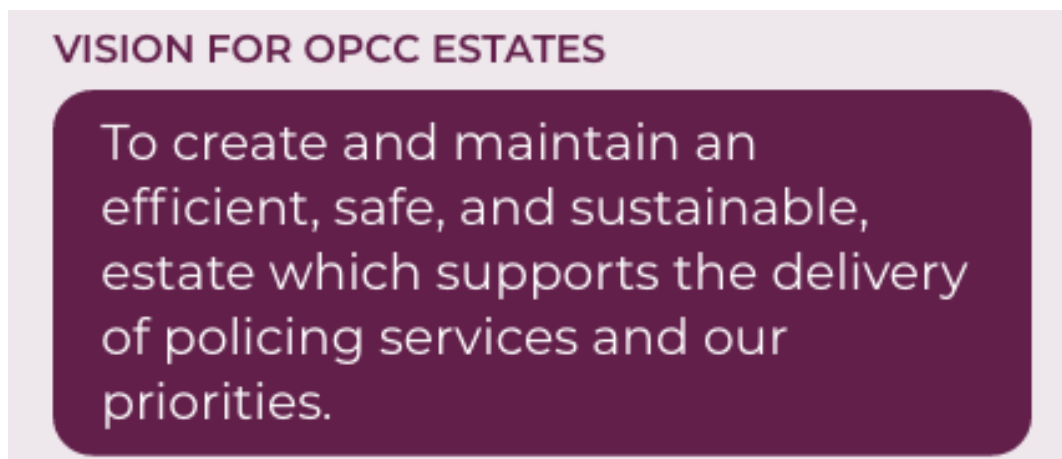


Figure 2: The Wiltshire PCC's Estates Strategy 2023-27 vision statement

The Estate Model 2023-27 identifies the function of Salisbury as a **“Community policing hub site which will host local policing and response teams. There will also be some hotdesking facilities for other officers and staff.”**

The Estate Strategy indicates that based on public feedback and the policing advice by the Chief Constable, the locations of the existing facilities match the policing demands across the area, but they are not all able to support current and future policing and public demands.

To implement the design principles and support delivery of the Police and Crime Plan, the Estate Strategy specifically identifies the need to deliver the following change:

3. Deliver a new dedicated Policing hub in South of the policing area by 2028

The Police and Crime Commissioner and the Chief Constable have identified current arrangements for policing estate in the South of the policing area are not meeting operational need. We continue to explore options for this location. Any development will be dependent on planning, policing and commercial decisions.

Figure 3: Wiltshire PCC's strategic objective to deliver a new Southern Policing Hub. (This is also a specific commitment made in the Police and Crime Plan)

The Police and Crime Commissioner for Wiltshire's Estate Strategy 2023-27 and outline planning application for a proposed Southern Policing Hub at Old Sarum will help to deliver the following strategic objective and policy of the adopted Wiltshire Core Strategy to 2026:

- Strategic Objective 6: to ensure that infrastructure is in place to support communities
- Core Policy 3: Infrastructure requirements

In addition, the PCC's Estate Strategy and the Old Sarum planning application for the new Policing Hub at Old Sarum are consistent with the emergency services section of the Wiltshire Infrastructure Delivery Plan 2011 – 2026, though this document and the policing plans and strategies to which it refers is no longer up to date.

ii. Existing Salisbury Police Station at Bourne Hill

As indicated above, the existing Salisbury CPT base is at Bourne Hill Police Station in the centre of Salisbury within Wiltshire Council's office building. The PCC is a tenant of Wiltshire Council in respect of the relevant part of Bourne Hill. Under the current tenancy arrangement at Bourne Hill some floorspace and facilities are shared by Wiltshire Council staff and Wiltshire Police Officers and staff.

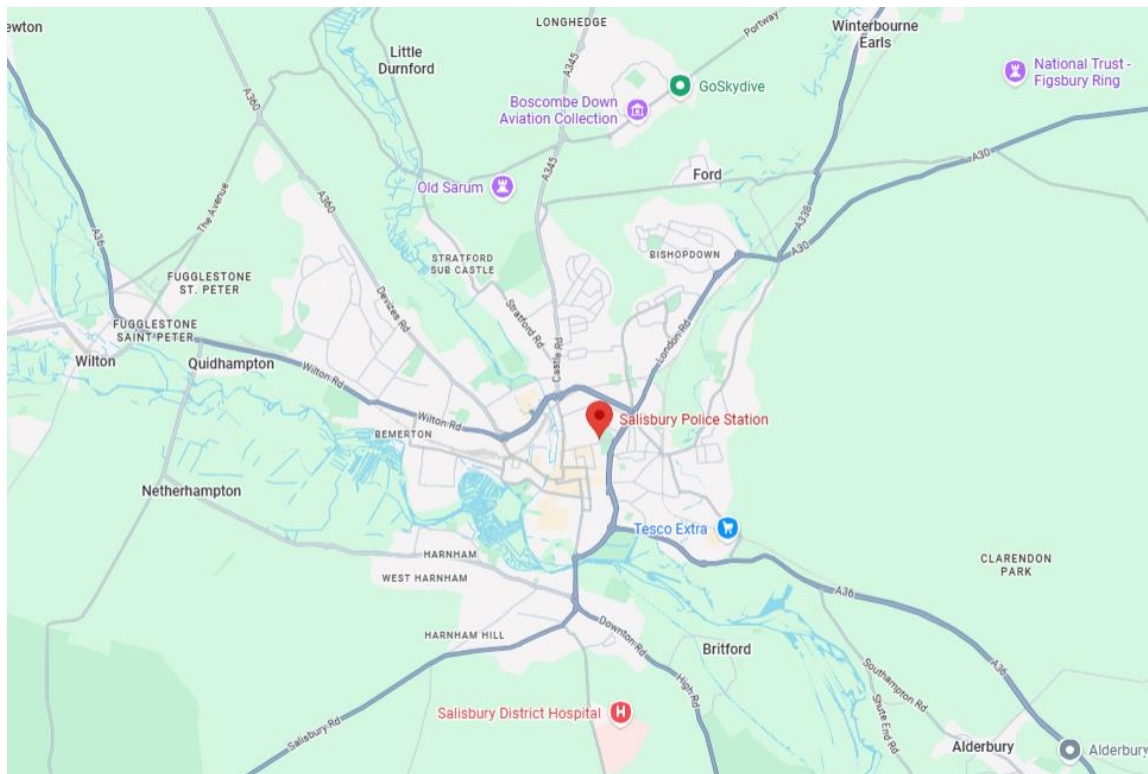


Figure 4: Location of the current police station at Bourne Hill, Salisbury, Wiltshire

Functions

Bourne Hill Police Station provides policing cover for the whole of the south of Wiltshire. There are approximately 105 staff working from Bourne Hill. The vast majority of these are CPT staff (approximately 95). The teams working from Salisbury are:

- CPT (Police officers and PCSOs)
- Financial Investigation
- Licensing
- Enquiry Office

Operating hours for Bourne Hill Police Station are 24/7. Public access hours at Bourne Hill are 08.30 to 17.30 5 days a week and Saturday 09.00 to 1300.

To improve the quality of service provided to the public the Policing Model and shift pattern for Salisbury CPT was changed in January 2024 to increase the number of Officers on duty at any one time in Salisbury over 4 shifts. As part of these changes Amesbury response Officers moved from Amesbury Police Station to Bourne Hill. There are 8 response teams, shift times are typically 0700 - 1800, 1000 - 2200, 1500 - 0300 and 2100 - 0700hrs. The neighbourhood team's shift pattern is typically 0700 – 1600 and 1300 – 2200hrs. The busiest period is between 1300 – 1800hrs where 3 response teams and 2 of the neighbourhood shifts are on duty simultaneously.

iii. Mitigation of Amenity Impacts

The use of the Bourne Hill site as a community policing site has been operating in an urban area without detrimental amenity impact on the surrounding area since 2014.

To mitigate any adverse impacts on community amenity arising from increased travel to and from the site, Wiltshire Police operates within a clear regulatory and professional framework

governing emergency response driving. There is no fixed time of day during which the use of sirens is prohibited; however, their use is tightly controlled by Regulation 99 of the Road Vehicles (Construction and Use) Regulations 1986, which permits audible warnings only where their use is necessary or desirable. Officers are required to exercise professional judgement and restraint—particularly during night-time hours—balancing the need for an urgent operational response with the requirement to minimise disturbance and risk to the public. In addition, emergency response driving standards, together with the existing speed limits on surrounding roads, provide an effective control on vehicle speed and noise. Most response drivers are not permitted to exceed the speed limit by more than 20mph, and in built-up areas vehicles will typically travel well below this threshold to prioritise public safety, further reducing potential amenity impacts.

The Salisbury City Centre location of Bourne Hill Police Station is operationally workable in serving Salisbury itself but has disadvantages for responding to incidents outside the city and across the southern half of Wiltshire. Since the relocation of the Amesbury Community Policing Team, the demand for access to surrounding areas of South Wiltshire has increased.

iv. Why is it necessary to relocate from Bourne Hill?

In September 2021, the PCC asked the Chief Constable to conduct a review of the operational police estate in Salisbury and the south of the county. The review concluded that, in its existing format, the current shared space with Wiltshire Council at Bourne Hill would not meet the needs of an agile police force in the 21st century. This was based upon the PCC listening to the views of officers and staff working there and in addition to undertaking a review of the Salisbury policing requirements in the medium-to-long term. The findings from this review are summarised below.

Fitness For Purpose / why not meeting operational need

The review of Bourne Hill Police Station undertaken in October 2021 by the Chief Constable concluded that the facility is not fit for purpose. This conclusion has been consistently supported by subsequent Chief Constables and operational leadership teams. The review identified that the site cannot be optimised or developed to meet current or future policing needs due to its constrained footprint, limited capacity and occupation within shared, non-police-controlled spaces. These constraints significantly limit the Force's ability to operate efficiently and effectively, manage security and safeguarding requirements appropriately, deliver a full and holistic service to the public, and adapt to evolving policing models and future operational demand. The review therefore concluded that an alternative, police-controlled facility of an appropriate size, located as close as practicable to Salisbury city centre, should be identified.

Staff engagement surveys of Officers and employees at Bourne Hill identified shortcomings around security, accessibility and sense of belonging.

Key challenges with Bourne Hill are:

Security and safeguarding limitations

- Security and privacy risks arising from occupation within a shared, non-police-controlled facility, resulting in disruption to both policing operations and council staff.
- Inability to locate specialist investigation functions within the building due to co-working arrangements, security constraints and vetting restrictions.

- Restrictions on the operation of the public enquiry office, including limitations on offender management functions, due to constraints on offenders entering a council-occupied building.
- Reduced ability to manage and respond proportionately to changes in national threat levels within a shared civic facility, limiting operational resilience and safeguarding assurance.

Operational inefficiency and layout constraints

- Insufficient floorspace to accommodate officers and staff effectively, resulting in constrained working arrangements and reduced operational efficiency.
- Lack of secure and adequate parking provision for police fleet and staff vehicles, impacting operational readiness and security.
- Inadequate capacity and availability of compliant interview facilities to meet operational demand.
- Poor internal layout and access arrangements for operational kit, vehicles and supporting resources, increasing inefficiency and time lost during operational deployment.

Lack of Future adaptability and resilience

- A constrained building footprint that restricts the ability to adapt to evolving policing models, service transformation and Police Reform.
- Limited opportunities to improve efficiency through the consolidation and alignment of police and corporate services across the wider police estate.
- Absence of alternative policing sites within reasonable proximity in neighbouring Hampshire or Dorset policing areas, limiting resilience, mutual aid flexibility and opportunities for cross-border collaboration.
- Increased risk of missed opportunities to plan effectively for future policing reform, regional collaboration and estate rationalisation due to the inherent limitations of the existing site.

v. Why can't Bourne Hill Police Station be made fit for purpose?

Bourne Hill Police Station cannot be made fit for purpose for the following main reasons:

- Non-PCC owned shared facility, which impacts on the PCC's ability to make the facility fit for purpose now and in the future (security of tenure).
- Not enough floorspace to accommodate all CPT functions, configuration and adjacencies are unsuitable, additional floorspace not available.
- Not enough suitable accommodation to enable consolidation of wider police services, such as property storage, and operational and service benefits this will bring.
- Inadequate and insecure car parking provision for operational and staff vehicles.
- Limited ability to transform and develop working practices for modern policing due to physical restrictions of the site.
- Limited options to mitigate impact of increasing in national threat level without significant disruption to policing services, local communities and partners on the site.
- Response times from a city centre location to the wider South Wiltshire area that the facility serves.

Accordingly, given the scale, cost, disruption to policing services and local communities, and the physical restrictions of the site, further adaptation or expansion at Bourne Hill would not

provide a proportionate, deliverable or operationally adequate solution. Relocation to an alternative site is therefore necessary.

3. Why Mitre Way Old Sarum?

A search for potential alternative sites for a replacement Salisbury CPT base was conducted between November 2021 and June 2025, the search criteria being a minimum of 1.5 to 2 acres of development land within a c 5-mile radius of Salisbury city centre. Members of the public also suggested several potential sites to the OPCC.

14 sites were considered and members of the public were updated on the challenges for any proposed sites. Appendix A contains a table listing the sites considered by the PCC between November 2021 and June 2025.

The site search identified that potentially suitable development site options were very limited, particularly in Salisbury town centre, typically due to available sites not being large enough, locations not being operationally acceptable, sites being quickly sold or having insufficient parking provision.

In July 2025 the employment land at Mitre Way Old Sarum became the PCC's sole preferred option for the development of the Southern Policing Hub.

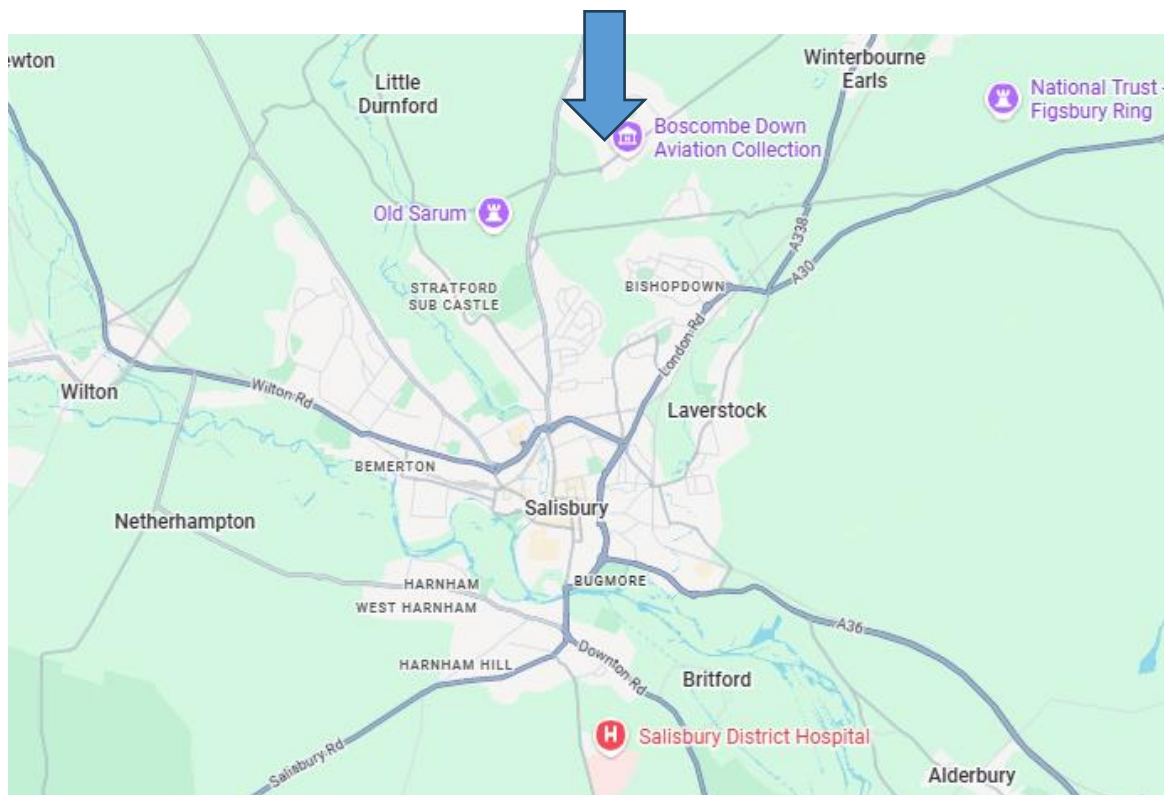


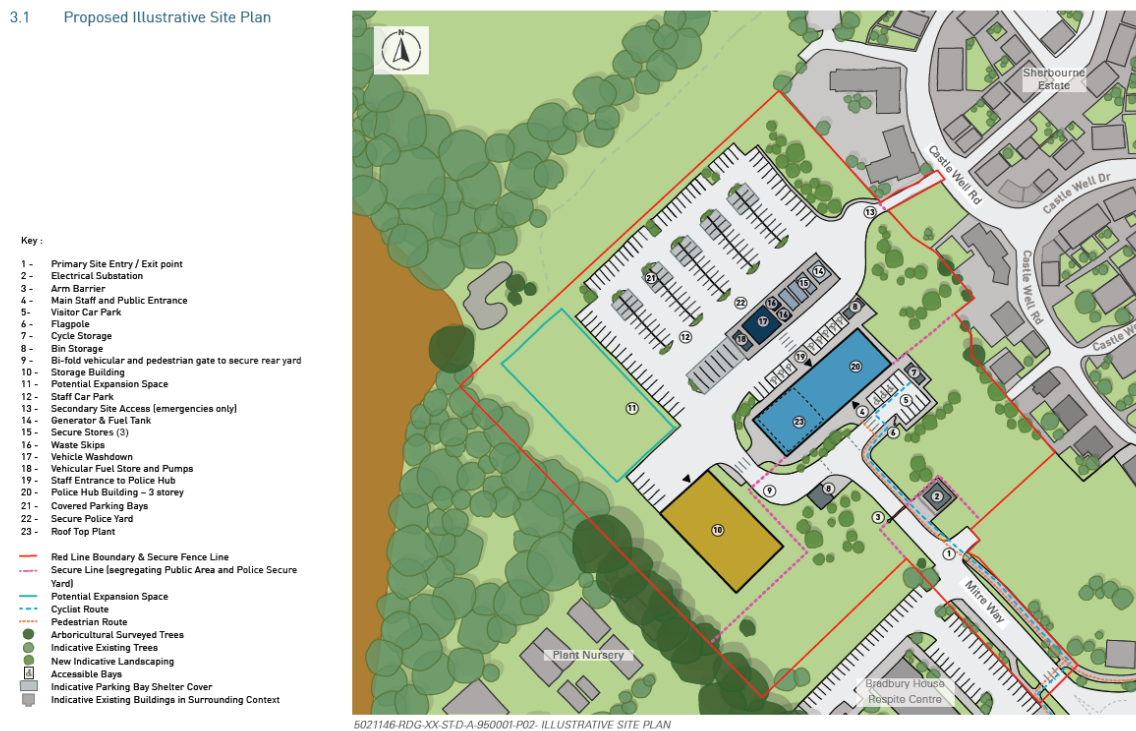
Figure 5: Approximate location of the Old Sarum site, proposed as a new policing hub

The Old Sarum site was selected as the PCC's preferred site option to replace Bourne Hill for the following main reasons:

1. The site is allocated employment use under saved Policy E1 of the Salisbury District Local Plan 2011 (Adopted June 2003) as saved in the Wiltshire Core Strategy (2015), with which development for a Police Hub is considered to be an appropriate use.

2. The site is large enough to accommodate the Southern Policing Hub, relocate the specialist property store, consolidate other policing services and allow for future expansion.
3. Current proposals enable the headcount working in a Southern Hub to increase from 103 (Bourne Hill) to approximately 220 (Old Sarum site) supporting employment development and aims of the Core Strategy.
4. The site's location meets operational policing requirements as developed by Wiltshire Police.
5. No other suitable sites have been identified in or around Salisbury city centre since 2021.
6. Old Sarum has good active travel and public transport connectivity to Salisbury city centre and the wider southern policing area, including access via the Beehive Park and Ride, and good road access to the A345, A36 and city centre.
7. The site is available now. In December 2025, the PCC signed a conditional contract with Persimmon Homes to acquire it.
8. The PCC has had positive informal pre-application discussions with Wiltshire Council's Planning Team about this site. It has good vehicular access from the A435 via Portway, Ramsbury Drive and Mitre Way.
9. The PCC has had positive discussions with local stakeholders and communicated with the public the intention to develop the Mitre Way site into a southern policing hub. The engagement plan set out within this pack sets out the PCC's historic and recent pre-planning application engagement. This information is included in the Statement of Community Involvement which is submitted in support of the outline planning application.

3.1 Proposed Illustrative Site Plan



Old Sarum Police Hub | Wiltshire Police | August 2026

Figure 6: Illustrative site plan for the proposed Southern Policing Hub at Mitre Way, Old Sarum, Wiltshire



Figure 7: Illustrative front ariel perspective of the proposed Southern Policing Hub, Old Sarum, Wiltshire



Figure 8: Illustrative image of the Southern Policing Hub, Old Sarum, Wiltshire

4. Future uses for the Old Sarum Southern Policing Hub site and employment numbers

The following proposed policing functions will be accommodated at Old Sarum, with a total currently estimated Officer and Staff headcount of 200, with approximately 20 additional staff including contractors. Staff previously based at the former operational site in Amesbury will be

relocated to the proposed Southern Policing Hub. This will help address existing accommodation constraints at Bourne Hill by providing additional capacity and more suitable office accommodation across the entire police estate. This will enable greater operational flexibility to support future changes in roles, working practices and the policing model.

- Neighbourhood Policing Teams (Police officers, PCSOs and Specials)
- Response Team
- Licensing team
- An Enquiry Office
- Criminal Investigation Department
- Volume Crime Team
- Public Protection Department
- Facilities and DDAT Team

The proposed Southern Policing Hub at Old Sarum will be a 24/7 facility, with a mix of teams working shifts and flexible arrangements.

Public access and visibility will be maintained through the provision of a public-facing enquiry office within the Southern Policing Hub. While the wider policing facility will operate 24/7 to support response and other operational functions, the enquiry office will provide staffed public access during advertised hours (08.30 to 17.30 Monday to Friday, and Saturday 09.00 to 13.00). Public access arrangements will be designed and managed to balance accessibility with essential security and safeguarding requirements, including clear separation between public areas and operational accommodation, controlled entry arrangements, and appropriate measures to ensure the privacy and safety of victims, visitors, detainees and staff.

Currently, it is expected that shift patterns will be the same as those implemented at Bourne Hill since January 2024.

As stated above policies and procedures will be retained and used to mitigate any adverse effects on community amenity arising from the day-to-day operation of the Southern Policing Hub. While there is no fixed time of day when the use of sirens is prohibited, their use is tightly governed by Regulation 99 of the Road Vehicles (Construction and Use) Regulations 1986, which permits audible warnings only when it is necessary or desirable to do so. Officers are required to exercise restraint—particularly during night-time hours. In addition, emergency response driving standards and the existing speed limits on surrounding roads provide a further practical control on the speed and noise impacts of vehicles responding to emergencies.

i. What facilities will be provided by the new Southern Policing Hub at Old Sarum?

The following proposed facilities will be accommodated at Old Sarum:

- Dedicated Policing facilities*
- Enquiry Office
- Dedicated parade and briefing rooms*
- PACE compliant interview rooms
- Search room*
- Police special property store*
- Secure policing site with dedicated public access areas*
- Secure car park*
- Faith / Wellbeing / MH Trauma rooms
- Staff gym / health facility*

- Locker / equipment store
- Changing and Shower Facilities
- Car wash down facilities*
- Fuel Delivery / Dispensing*

*new facilities provided in the new development.

The PCC and Chief Constable intend that the new Southern Policing Hub will provide improved policing facilities while maintaining a visible policing presence in Salisbury city centre. It is anticipated that accessible police services will continue to be available in the city centre, whether through mobile police station provision, a fixed front counter, or another appropriate model determined through further development of the proposal. The detailed form of that provision will be considered in consultation with Salisbury City Council, other stakeholders and the public. Once the new hub is operational, the nature and pattern of public demand may evolve, with greater emphasis on engagement with local policing teams, while other services may be accessed at the new hub or through online channels.

ii. What are the benefits of the proposed relocation from Bourne Hill to a new Southern Policing Hub at Old Sarum?

Taken together, the proposed Police Hub development at Mitre Way, Old Sarum will deliver a comprehensive set of operational, public, staff, sustainability, efficiency and financial benefits which are not achievable within the constraints of the existing Bourne Hill site. A police station site at Mitre Way, Old Sarum will provide a range of operational and community benefits:

Operational Benefits

- Development of a purpose-built policing facility designed to support modern, efficient and flexible policing approaches.
- A future-proofed policing asset with dedicated capacity to support Police Reform and evolving operational requirements over the long term.
- Capacity to consolidate police and corporate services on a single site, with flexibility to support future expansion of neighbourhood policing services.
- Enhanced operational effectiveness through flexible, fit-for-purpose accommodation, including adequate locker provision, briefing and meeting rooms, and adaptable workspaces.
- Improved emergency response times and operational efficiency for policing Amesbury, Tidworth and across southern Wiltshire, supported by direct access to the A345.
- Ability to maintain Salisbury city emergency response times, with access via Castle Road and the use of existing bus lanes to support emergency vehicle movement during peak periods.
- Good active travel and public transport connectivity from Salisbury city centre for staff and the public, including access via the Beehive Park and Ride.
- Provision of sufficient secure parking for police fleet and staff vehicles, reducing operational and community impacts.
- Improved security of the police estate through ownership and design, enabling resilience to changing national threat levels.
- Capacity to relocate and expand police evidence storage facilities, improving efficiency and collaboration with other police services.
- Enhanced staff wellbeing through improved facilities for changing, welfare and corporate support services.

- Enhanced public access through the provision of a complete public enquiry office at the Southern Policing Hub.

Public benefits

- Enhanced public access through the provision of a complete public enquiry office at the Southern Policing Hub, improving accessibility to policing services for communities across southern Wiltshire.
- A strategically accessible location close to the Beehive Park and Ride and existing bus routes, enabling convenient public access to the enquiry office and promoting sustainable travel options for staff, visitors and members of the public.
- Provision of dedicated visitor parking to enable safe and managed on-site access, reducing pressure on surrounding streets and neighbouring areas.
- Relocation of policing activity from central Salisbury will reduce the current impact of police vehicle use and parking in the city centre, releasing capacity for alternative uses and supporting wider place-based objectives.
- Support for modern and hybrid working patterns, increasing flexibility for staff while maintaining appropriate levels of in-person working, supervision and public-facing service delivery.
- Continued application of established policing policies, procedures and professional standards that have successfully mitigated adverse amenity impacts at Bourne Hill, including controls on noise, traffic movement and operational activity, which will be carried forward to the Old Sarum site.
- The design and operation of the site will enable policing activity to be managed in a manner that balances effective service delivery with the protection of residential amenity, consistent with public sector duties and planning expectations.

Staff wellbeing benefits

- Provision of a safe, secure and purpose-built working environment that supports the health, wellbeing and welfare of officers and staff.
- Improved security management of police assets, vehicles and personnel through a controlled, police-owned and designed site.
- Flexible estate design that supports modern, hybrid and flexible working arrangements while maintaining operational effectiveness and supervision.
- Co-location of multiple teams to provide enhanced operational, leadership and corporate support, improving resilience and day-to-day service delivery.
- Dedicated gym and fitness facilities to support physical health, operational readiness and recognised policing fitness standards.
- Dedicated wellbeing, faith and trauma support spaces, providing appropriate environments for reflection, recovery and welfare support in a demanding operational setting.
- Improved staff facilities for changing, welfare and rest, supporting shift-based and 24/7 operational working patterns.

Sustainability benefits

- Delivery of a modern, fit-for-purpose policing facility that meets current environmental standards while supporting efficient and effective operational service delivery.
- Alignment with, and contribution to, the PCC's Environmental Sustainability Strategy, supporting long-term reductions in environmental impact across the police estate.
- A flexible and future-ready site design that supports the transition to lower-emission policing operations, including provision for the future electrification of the policing fleet and associated infrastructure.

- Co-location of policing functions to reduce unnecessary travel between sites, improve operational coordination, and enhance the sustainability of 24/7 operational zoning across the estate.
- Fit-for-purpose environments that improve operational efficiency, reduce duplication, and future-proof the estate to accommodate growth, service transformation and Police Reform over time.

Efficiency benefits

- Improved efficiency of operational services to the public through the delivery of a purpose-built and well-located policing facility.
- Optimised building design and layout to maximise police productivity, supervision and day-to-day operational effectiveness.
- Service improvements achieved through the co-location of teams with operational interdependencies, reducing fragmentation and duplication.
- Opportunities to consolidate policing functions on a single site, improving coordination across Wiltshire and supporting collaboration with regional police services where appropriate.
- Delivery of an estate solution that meets the requirements and objectives of the Estates Strategy 2023–2027.

Financial benefits

- Major investment in policing infrastructure for Wiltshire, delivering a long-term public asset and releasing floorspace within Wiltshire Council's Bourne Hill facility for alternative use.
- Ownership of a dedicated policing site, enabling the PCC to manage assets more effectively and respond flexibly to changing operational demands, including national threat levels, service transformation and Police Reform.
- A new fit-for-purpose facility in an optimal location for southern Wiltshire, delivering financial efficiencies through improved operational effectiveness and reduced reliance on constrained or tenanted accommodation.
- Opportunity for lower running costs through modern building standards, efficient design and the consolidation of existing specialist property and storage provision.

If the PCC's proposed new policing Hub at Old Sarum cannot be delivered or is delayed, then the following consequences may result:

- Continued reliance on accommodation at Bourne Hill which has been assessed as not fit for purpose for modern policing, including ongoing constraints arising from its shared, non-police-controlled environment.
- Persistence of existing security, safeguarding and operational limitations associated with Bourne Hill, including restrictions on the co-location of functions, public access arrangements and resilience to changing operational requirements.
- Delay to the delivery of operational efficiencies and service improvements that would arise from a purpose-built, police-controlled facility, including more effective deployment, supervision and support for officers and staff.
- Continued constraints on the Force's ability to consolidate relevant policing functions and specialist facilities in the south of the county, reducing flexibility and limiting opportunities to improve service delivery.
- Ongoing inefficiencies arising from the layout, size and parking constraints of the existing site, with adverse effects on operational readiness, staff experience and day-to-day effectiveness.

- Reduced ability to future-proof the police estate in southern Wiltshire to respond to evolving demand, police reform, collaboration opportunities and changes in service models.
- Delay in securing the public and staff benefits of the proposed hub, including improved enquiry office provision, better welfare facilities, enhanced accessibility and a more resilient long-term estate solution.
- Potential for increased cost and delivery risk over time if a replacement facility is deferred, including the risk of further expenditure on sub-optimal interim arrangements that do not resolve the underlying limitations of the existing accommodation.
- If the development were not delivered, there is no identified alternative site currently available that would provide an equivalent, deliverable and operationally suitable solution in or around Salisbury, based on the site search undertaken.

5. Community engagement undertaken to support the application

Community engagement has been undertaken as an integral part of the development of the Southern Policing Hub proposals, both during the longer-term estate review and through a focused public engagement programme ahead of submission of the outline planning application. This activity is set out in detail in the separate *Statement of Community Involvement*, which will be submitted as part of the planning application. That document should be read alongside this Estates and Operational Statement, as it explains the engagement activity undertaken, the feedback received, and how the Applicant has considered that feedback as the proposals have developed.

The engagement approach has included sustained dialogue with elected representatives, local authorities, parish, town and city councils, Area Boards, residents, neighbouring communities and other stakeholders. This has enabled engagement on the need for a new police site, the replacement of Bourne Hill, the site search process, and the reasons for identifying Mitre Way, Old Sarum as the preferred deliverable site. It has also provided opportunities for local knowledge, questions and concerns to be raised before submission of the application.

A structured public engagement programme was undertaken between 1 and 27 June 2026. The programme used a combination of face-to-face, digital, media and community channels, including three public engagement events at Salisbury Football Club, a dedicated engagement webpage, online and paper feedback forms, Community Messaging alerts, local media activity, organic social media content, geographically targeted digital advertising, printed engagement material, exhibition boards, CGI imagery and a project information video featuring the Police and Crime Commissioner and Chief Constable.

The engagement activity achieved substantial local reach. Reported engagement metrics included 250 active users and 515 page views on the engagement website; 31,385 organic social media reach; 50,488 organic social media engagements and content views; 36,642 people reached through paid Meta advertising; 10,111 Community Messaging alerts issued, with 4,503 opens; local media coverage with an estimated 19,000 opportunities to see; and 164 video views. The engagement events provided local residents, community representatives and elected representatives with opportunities to view the proposals, discuss them directly with OPCC and Police representatives, and submit feedback.

The engagement identified a range of issues, including custody provision, access and transport, environmental sustainability, value for money, future policing arrangements, neighbouring amenity, operational noise, lighting, boundary treatment and the proposed emergency access route. Feedback received through public events, online and paper forms, Community Messaging, digital channels and stakeholder discussions has been recorded, reviewed and shared with the project team, including design and technical specialists. These matters will continue to inform the development of the scheme, alongside operational requirements, technical assessments, planning policy and statutory consultee responses, as set out in the separate Statement of Community Involvement.

The engagement undertaken therefore supports the planning application by demonstrating that we explained the operational need for the development, provide accessible information to affected and interested communities, capture feedback through multiple channels, and consider that feedback in a proportionate and transparent way. This statement draws on that engagement where relevant to the operational and public interest case, while the separate *Statement of Community Involvement* provides the fuller record of engagement activity and engagement outcomes.

6. Conclusions

- I. The existing Bourne Hill Police Station accommodation cannot be adapted to meet current and future policing requirements due to its constrained footprint, shared nature, inherent security / safeguarding limitations and its location to serve the wider south Wiltshire area. Therefore, relocation to a new site is necessary.
- II. The Mitre Way, Old Sarum site has been identified following an extended site search. It is located on land identified for employment development within the adopted development plan and has road and public transport connectivity to Salisbury and the wider southern policing area.
- III. The proposed Policing Hub development at Mitre Way will provide a secure, purpose-built facility designed around operational need, enabling efficient and effective policing, improved public-facing provision, enhanced staff welfare, and resilience to future change. There will be substantial benefits for the public and for Officers and staff.
- IV. Relocation to a new Southern Policing Hub at Mitre Way, Old Sarum is necessary and in the public interest.
- V. In summary, delay or non-delivery would prolong reliance on an estate solution that has already been assessed as inadequate, defer the operational and public benefits of the proposed development, and weaken the ability of the PCC and Chief Constable to plan a resilient, efficient and effective policing estate for southern Wiltshire.
- VI. The PCC has undertaken sustained stakeholder and community engagement, including a structured public engagement programme in June 2026 using face-to-face, digital, media and community channels. Feedback has been recorded, reviewed and considered as the scheme has developed, with the full engagement record set out in the separate Statement of Community Involvement.
- VII. The PCC's outline application should be considered against the development plan and relevant national planning policy and guidance, with this statement providing the operational justification for the scheme alongside the Planning Statement and supporting technical submissions

7. Appendix A

The PCC has examined alternative sites since receiving advice from the Chief Constable in October 2021 that Bourne Hill was sub-optimal. This process demonstrates that no sequentially preferable or deliverable alternative sites exist within Salisbury city centre capable of meeting operational requirements.

Table of sites considered by the PCC between November 2021 and June 2025:

	Site	Size	Reasons as to why site discounted
1	Unit A, Smeaton Road, Churchfields Industrial Estate	0.5 acres	Site size was not sufficient to meet requirements.
2	Royal Mail Sorting Office, Fisherton Street, Salisbury	0.5 acres	Site size was not sufficient to meet requirements.
3	Unit 1 & 1A Watt Road, Churchfields Ind Est, Salisbury	circa 1 acre	The two buildings were in different tenures. The sites were irregular in shape which would be difficult to develop adjacent to Flood Zone 3. Questionable location operationally. Site size was not sufficient to meet requirements.
4	Unit 3, Milford Trading Estate, Blakey Road, Salisbury	0.5 acres	Site size was not sufficient to meet requirements.
5	Former Bingo Hall, Endless Street, Salisbury	not known – < 1 acre	Complex site within a Conservation Area, and adjacent to Listed Buildings and within Flood Zone 1. The building would need to be demolished. Site size was not sufficient to meet requirements.
6	Brown Street, Salisbury	0.75 acres	The site is constrained by surrounding buildings on three sides and would require the demolition of 5-6 buildings/structures. Constrained development potential in city centre location with restricted site access. Site size was not sufficient to meet requirements.
7	Salisbury College (car park development)	c 1 acre	An option to purchase land at Salisbury College was investigated. Planning requirements associated with the College's recent development meant that the land was not available for release.
8	Wilton Road land	c 2.1 acres	Site size was not sufficient to meet requirements.
9	Amesbury Police Station site	0.8 acres	Site size was not sufficient to meet requirements.
10	Employment land at Fugglestone Red	Up to 5 acres	Site not offered for purchase by landowner and title issues encountered.

11	<i>Hiflex Site, Churchfields Industrial Estate</i>	6 acres	Initial due diligence identified site-specific constraints, including access, which made the site unsuitable. Interest in this site therefore ceased in 2024.
12	<i>South Newton Hospital</i>	5.5 acres	After initial review this site was excluded in 2024 due to fitness for purpose and value for money concerns.
13	<i>Land adjacent to High Post Business Park</i>	c 4 acres	This ceased as an option after extensive exploratory work in June 2025 on deliverability grounds following discussions with Nationwide Engineering and Wiltshire Council Planning and Highways Teams.
14	<i>Employment land at Mitre Way, Old Sarum</i>	Up to c 6.5 acres	Preferred site option from July 2025. Conditional contract between PCC and Persimmon Homes exchanged December 2025.