

**FORCE LEADERSHIP GROUP**  
**MINUTES OF MEETING**  
**HELD ON 10<sup>TH</sup> DECEMBER 2019**

**OPEN SESSION**

11/19 .0      **ATTENDANCE**

Mrs J Farrell	Chief Constable
Mr D Orford	Deputy Chief Constable
Mr J Ward	Temp Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
T Ch Supt A Green	Safeguarding Neighbourhood
D Supt D Ashton	Safeguarding Neighbourhood
Supt R Allen	Safeguarding Neighbourhood
T Ch Supt Fuller	Crime, Justice & Response
Supt C Clarke	Crime, Justice & Response
T D Supt P Gray	Crime, Justice & Response
Mrs G Chambers	Crime, Justice & Response
Mrs G Routledge	Tasking & Co-ordination
C/Insp M Kirtley	Tasking & Co-ordination
Mrs A Gardiner	Tasking & Co-ordination
Mrs A Armstrong	Tasking & Co-ordination
Mr T Kearney	Tasking & Co-ordination
Mrs M March	Support Services
Mrs J Diamond	Support Services
Mrs J Hufford	Support Services
T Ch Supt C Curtis	People Services
C/Insp V Martin	People Services
Mrs S Keveney	People Services
T Ch Supt J Blackwell	Business Innovation & Development
Ms J Edgar	Business Innovation & Development
Ms X Tait	Evolve, Director of Legal
Mr J Carling	OPCVC
Canon A Gatrill	Force Chaplain
Mr R Collins	Unison
Insp S Honeyman	Federation

Also present as an observer was:-

Mr M Armstrong	Support Services
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Mr R Daugherty	Support Services
Mr R Jackson	Support Services
Ms L Galloway	Crime, Justice & Response
A/DI M Sutherland	Tasking & Co-ordination
Ms F McGinn	Tasking & Co-ordination
DS D Bailey	Tasking & Co-ordination
A/DS J Somersall	Tasking & Co-ordination
Mr R Kelly	Tasking & Co-ordination
D/I A Lamb	Cumbria Police (BID Collaboration)

### **APOLOGIES FOR ABSENCE**

Mrs S Urwin	Crime, Justice & Response
Supt C Williamson	CDSOU
Mrs C Jackson	Support Services
PC K Wilson	Federation

11/19.1

### **MINUTES AND ACTIONS OF MEETING HELD ON 20.11.19**

The minutes previously circulated were accepted. The following actions were picked up:-

- **External Scrutiny Panel**  
The Strategic Scrutiny Panel, chaired by David Pickard, will be in place with terms of reference set out by February 2020. The diversity of the group is to be discussed with the Chair. In the meantime the business leads are to meet on the 17<sup>th</sup> December 2019 where the scrutiny and engagement strands will be consulted on.
- **Force Control Room**  
See 11/19.2 below
- **Custody**  
Concern was raised that Checkpoint Training had not been included in recent Custody Training. This is to be addressed.

### **ACTION      T/Ch Supt Fuller**

- **Leadership Academy**  
See 11/19.5 below

- **Complaints and Misconduct Regulation Changes**

See 11/19.3 below

11/19.2      **ON LINE 101 REPORTING - UPDATE**

Supt Clarke update on the Call Handling issues over the summer period and the issues with recruitment that led to only 7 successful applicants for 22 positions. A review of recruitment has led to 29 successful applicants in the recent round, these will start in cohorts of 8 in January 2020, March 2020 and June 2020. The training is to be refreshed and will include 101 chat. Keeping in touch days are to be considered for those starting the later courses to hopefully prevent numbers dropping prior to start dates.

Medical issues continue to cause issues around resilience. A review of restricted staff and the roles they currently carry out is taking place.

Out of date IT and technology continues to cause issues as 999 calls cannot be pushed around the system.

Problem solving appears to be embedded and examples were given regarding repeat callers.

11/19.3      **COMPLAINTS & MISCONDUCT REGULATION**

Ch. Insp Martin gave an update regarding the impending changes to the Police Conduct and Public Complaints. Although all correspondence suggests the go-live date remains the 1<sup>st</sup> February 2020, the regulations and guidance are still to go through Parliament.

There will be training events for Supervisors and managers, which will include training on compiling action plans, student officer regulations and managing performance. Ch. Supt Martin will consider other forums where the training can be presented so as to avoid further abstraction.

11/19.4      **PLAN ON A PAGE**

**Heat Map Assessment**

## **Protecting Neighbourhoods and Tackling Criminals**

The following areas were reported on:-

- Alcohol related incidents and data. Supt Allen gave an update on the work on-going to reduce alcohol related incidents, starting with a Durham based plan.
- Slavery and Human Trafficking. There has been no significant increase in intelligence reporting. Work is on-going with Crime teams to increase submissions and improve the flow of intelligence
- Modern Day Slavery. The Elastic Search system is being explored which could enable a more detailed search of a number of systems to be carried out. This would assist with intelligence gathering.
- The vulnerability tracker has been launched, this is a multi-agency approach which feeds into the Child Exploitation meeting. This is being promoted through Do it Well, Do it Better talks and through Custody who are in a position to prompt officers.
- Domestic Abuse – medium risk and none arrest interventions such as MATAC, Innovation Officers and Checkpoint were discussed. 2 cohorts have been through MATAC and outcomes are promising. Without further resources a full evaluation cannot take place until June.
- Stalking and Harassment has been a focus for front line officers, through the Do it Well, Do it Better programme. This has shown some improvements. Manual completion of Misc 222 has been pushed and Stalking Protection Orders will be introduced in March 2020.

**Performance Update** – Mrs Routledge gave a brief update regarding DII and Intelligence, she advised that the reported risk was not as bleak as previously suggested. There is more cyber intelligence than any other, Digital Weeks have been held and there is currently no Triage Backlog.

11/19.5

### **#DURHAM DIFFERENCE LEADERSHIP COURSE**

T/Supt Curtis gave an update on the course aims and objectives, together with the content. The first course, involving 19 officers and staff, has taken place and has been received very well.

Mrs Farrell gained assurances that discussions regarding the Values had taken place at SMT level and an update is to be given at the next meeting regarding cascading further into Commands.

**ACTION**      **All**

FLG members will receive elements of the training at future FLG meetings.

All member were asked to support the training by:-

- Releasing staff
- Taking a genuine interest
- Learning the Language
- Attending FLG Sessions
- Asking staff to teach them

11/19.6      **EXCEPTION REPORTING**

- Ch. Insp Martin asked the group for support in ensuring Sexual Training was completed by the end of the year.
- Canon Gatrill advised that the Force Carol Service would be held on 22<sup>nd</sup> December 2019 at St Cuthbert's Church at 3.30pm.
- Members were asked to encourage further completion of the Diversity Survey. Completion is currently at 20%, but further completion would allow a more insightful report.

11/19.7      **TEAM DURHAM BRIEF**

The following briefing items were identified:-

- Force Carol Service
- Diversity Survey

**ACTION**

Standing Item

11/19.7

**DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 14<sup>th</sup> January 2020 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 3<sup>rd</sup> January 2020..