

**FORCE LEADERSHIP GROUP**  
**MINUTES OF MEETING**  
**HELD ON 20<sup>TH</sup> NOVEMBER 2019**

**OPEN SESSION**

10/19 .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 C/Insp S Thubron	Safeguarding Neighbourhood
D Supt K Weir	Crime, Justice & Response
T D Supt P Gray	Crime, Justice & Response
Supt C Williamson	CDSOU
Mrs G Routledge	Tasking & Co-ordination
Mrs A Gardiner	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
Mr I Gulliver	People Services
T Ch Supt J Blackwell	Business Innovation & Development
T Ch Insp J Malcolm	Business Innovation & Development
Mr P Guy	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

Also present as an observer was:-

Ms L Welford	Support Services
Ms R Errington	Support Services
Mrs G Todd	People Services
Miss S Jones	People Services
A/Insp C Iley	CDSOU
Ms M Davidson	Crime, Justice & Response

DSgt G Davison	Crime, Justice & Response
Ms K Field	Crime, Justice & Response
Ms G Davison	Business Innovation & Development

Present for item 10/19.1 were:-

Lisa Ivinson	Cumbria Police
Richard Bamber	Cumbria Police
Christine Kinnear	Cumbria Police
Liam Wilson	Business Innovation & Development

### **APOLOGIES FOR ABSENCE**

Supt R Allen	Safeguarding Neighbourhood
Supt C Clarke	Crime, Justice & Response
C/Insp S Robinson	Crime, Justice & Response
Mrs C Jackson	Support Services
C/Insp M Kirtley	Tasking & Co-ordination
Sgt A Jackson	Federation
PC K Wilson	Federation

## 10/19.1 **MINUTES OF MEETING HELD ON 8<sup>TH</sup> OCTOBER 2019**

The minutes previously circulated were accepted.

Mrs Farrell opened the meeting by acknowledging the success of the recent POP event. The group were not only hugely impressed by the 12 presentations at the event, but also all those that presented through the initial stages. Although it was acknowledged that more could be done, particularly internally, the difference staff are making in our communities was congratulated.

## 10/19.2 **NEP AND MOBILITY PRESENTATION AND DISCUSSION**

An overview of what the programme means to Durham, including the benefits and the changes to working practices was given. The Cumbria Police model – The Right picture – was outlined and it was noted that Cumbria had had mobility and flexible working for 5-6years.

A discussion took place regarding the functionality, the applications available and how these could be utilised in Durham.

It was identified that the programme would need to capture what could be carried out off-line.

It is anticipated that phase 1, an initial trial would commence in February 2020 with the Durham Response Teams, followed by the remaining Response Teams.

Phase 2 would cover other key areas such as CID teams, CSI and Safeguarding.

The programme itself is an investment of over ½ million pounds in technology for officers.

#### 10/19.3 **DEBRIEF FROM KENT VISIT**

Ch. Supt Green and Mrs Routledge began by outlining the proposal for independent volunteers such as Lay People, Youth PCVC etc to form a Scrutiny Panel, chaired by an independent head. The Scrutiny Panel would report to the People Board.

This approach would form a central repository for scrutiny, tapping into the expertise of different areas, with an independent chair to give robust scrutiny.

Mrs. Farrell requested that attendees of the panel and the date of the first meeting be presented and the next Executive (Monday Morning) meeting.

#### **ACTION**

Mrs Routledge / T. Ch. Supt Green

T. Ch. Supt Curtis and Mrs Routledge went on to update the group regarding the Legitimacy Visit to Kent.

At the last PEEL inspection Durham were awarded Good for Legitimacy whereas Kent were awarded Outstanding.

It was reported that whilst in Force we are doing much the same as Kent, we do not capture or celebrate it and small adjustments to the work already undertake was required.

All members were to review and understand the Legitimacy Action Log, held in the Strategic Papers, Legitimacy folder.

<O:\Legitimacy Steering Group 2019\Action & decision log - Legitimacy.xlsx>

It was accepted by the group that as Legitimacy is measured on feelings and perceptions that everyone across the force needs to understand it.

10/19.4

## **PLAN ON A PAGE**

### **Heat Map Assessment**

**Satisfaction** – Continues to head in the right direction, with the figures showing slow increases. T. Supt Gray gave an overview of ongoing work such as the Victims Blog pilot and scanning around Restorative Justice. As there are still gaps and we are unable to bench mark against other forces Satisfaction will remain Amber.

**Effective Service Provision** – Mrs Routledge gave a brief update regarding the Force Control Room and ability to answer calls, particularly over the summer months. A discussion took place regarding On Line 101 reporting.

A full update is to be given at the next meeting

### **ACTION**

Supt Clarke

An update was given regarding recruitment into Custody and future succession planning. It was identified that Checkpoint Training should be more robust and is to be formalised as part of the Custody Course.

### **ACTION**

T. Supt Gray

Effective Service Provision will remain Amber.

**Information Management** – NCRS Compliance is stable at over 95%.

Ms Edgar gave a full update including:-

- Recruitment of Gemma Morris into specialist Information Role
- Move from PS&LS into Business Innovation and Development Command
- Data Silos
- Complexity of systems to delete data
- Public Access and Transparency Challenges
- Review of PND Licences. This will be reported to the Information Board

It was highlighted that nationally we are in the top quarter and an outstanding mid-year grading for Compliance to the Quality Assurance Framework (Disclosure and Barring Service) had been achieved.

Information Management will remain Amber.

**Performance** – Mrs Farrell requested assurance from Commanders that staffing over Christmas and New Year was in place. Commanders were advised that it is not acceptable to have acting ranks across the command and reality checking should take place.

There were no other exceptions to report.

#### 10/19.5 **FORCE MANAGEMENT STATEMENT**

Mr Ridley advised that the format of the Force Management Statement is to be reviewed and will be piloted with Safeguarding. The pilot will allow us to refine the format before circulating for full completion.

#### 10/19.6 **EXCEPTION REPORTING**

- Mr Ridley gave an update on Estates including a detailed Custody Review to consider a Bridewell Site, which would be included in a 3 year plan. He further explained how the officer uplift may affect the estate in general, including the need for an extension at the Meadowfield Training Site, Car Parking and need to accept and embed agile working.

- T. Ch Supt Curtis reminded commanders of the submission period for the Durham Difference Awards.
- As we are not doing the usual in force survey for this time of year, Mrs Routledge asked Commanders to encourage completion of the National Survey.
- T. Ch Supt Curtis updated that the first Support Leadership Course commences next week. He highlighted the importance of attendance and that it was not acceptable for attendees to be removed from the course at short notice. The links between this course and other Supervisors courses are to be explored and brought to the next meeting.

### **ACTION**

T. Ch Supt Curtis.

- Ms Tait highlighted the following:-
  - The recruitment for a Head of Legal had been delayed.
  - Resilience issues within the department
  - Free Resources such as pod casts which will be circulated.

10/19.7

### **TEAM DURHAM BRIEF**

The following briefing items were identified:-

- American Problem Solving (Gold Steam) winners – Checkpoint
- Lumiere Event
- Remembrance Events
- POP Event
- Custody

### **ACTION**

Standing Item

10/19.7

**DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 10<sup>th</sup> December 2019 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 29<sup>th</sup> November 2019.