

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 10TH SEPTEMBER 2019

OPEN SESSION

8/19 .1

ATTENDANCE

Mrs J Farrell	Chief Constable
Mr D Orford	Deputy Chief Constable
Mr G Ridley	Assistant Chief Officer
Sgt S Turner	Executive Staff Officer
Supt D Ashton	Safeguarding Neighbourhood
C/Insp S Ball	Safeguarding Neighbourhood
T/Ch Supt V Fuller	Crime, Justice & Response
D/Supt K Weir	Crime, Justice & Response
T/Supt C Clarke	Crime, Justice & Response
T/Supt P Gray	Crime, Justice & Response
Mrs S Urwin	Crime, Justice & Response
Ms G Chambers	Crime, Justice & Response
Supt C Williamson	CDSOU
Mrs G Routledge	Tasking & Co-ordination
Supt M Bird	Tasking & Co-ordination
Mrs A Gardiner	Tasking & Co-ordination
Mr T Kearney	Tasking & Co-ordination
Mrs A Armstrong	Tasking & Co-ordination
Mrs M March	Support Services
Mrs S Keveney	Support Services
Mrs J Hufford	Support Services
Mr J Carling	OPCVC
Mr J Atkinson	OPCVC
Ms X Tait	Evolve, Director of Legal
Canon A Gatrill	Force Chaplain
Mr R Collins	Unison
Ms L Hall	Housing, Durham County Council

Also present as observers were:-

T/Insp P Carter	Crime, Justice & Response
Sgt D Caile	Crime, Justice & Response
D/Sgt M Bell	Safeguarding Neighbourhood
Mrs R Duffy	Support Services

APOLOGIES FOR ABSENCE

Mr J Ward	Temp Assistant Chief Constable
T/Ch. Supt. A Green	Safeguarding Neighbourhood
T/Supt R Allen	Safeguarding Neighbourhood
Ms J Edgar	Business Innovation and Development
Mrs C Jackson	Support Services

8/19.2 **MINUTES OF MEETING HELD ON 11TH JUNE 2019**

The minutes previously circulated were accepted and the following updates given:-

7/19.4 **Threats to life Policy**

It was confirmed that each month Supt Bird or C/Insp Kirtley meet with the Intelligence DI to discuss and sign off threats to life and firearms intelligence.

7/19.7(i) **Leadership Academy**

Resourcing are hoping to programme in the training from November 2019.

7/19(ii) **PIM Suite**

It was noted that the PIM Suite is located at Crook Police Station (rather than Fire Station)

7/19(iv) **Information Asset Owners**

It was confirmed that the actions for Information Asset Owners are held by the Information Management Board and are being worked through by Sub groups with support from Commanders.

ACTION

Standing item

8/19.3 **SELECTIVE LICENSING PRESENTATION**

Lynn Hall, Strategic Manager, Housing Durham County Council gave a presentation, outlining the requirement for all privately rented

accommodation in designated areas to be licensed. Data is being collected which will be presented, after public consultation which is likely to take place between December 2019 and February 2020, to the Secretary of State. Current data suggests that there is evidence to support benefits for selective licencing of designated areas in the county.

It is anticipated that the scheme will be self-funded from the licensing fees. It was requested that Durham Constabulary offer, in due course, support to the scheme in a letter, contribution to the Enforcement Team and offer a dedicate resource to Selective Licensing. T/Supt Allen is the force lead and will report back to this group.

ACTION

Discharged

8/19.4

PLAN ON A PAGE

(i) Inspire Confidence

The latest figures for March 2019 show that the indicator is heading in the right direction, all results have improved. Tactics detailed in the document, such as the Confidence Academy, were discussed.

It was requested that the Confidence Academy be given some publicity, being mindful of the sensitivities around Mutual Gain.

ACTION

Mr T Kearney

It was agreed that Confidence would remain “Amber”

(ii) Communication

A brief overview of the internal and external communication plan was given, highlighting the issues regarding the need to review access to social media forums such as Facebook. Mr Kearney explained that there was a desire to move away from the traditional use of media to a tool for problem solving and changing behaviours.

It was agreed that Internal Communications required both a short term and longer term review.

ACTION

Mr T Kearney

It was agreed that Confidence would remain “Amber”

(iii) Organisational Attitudes and Behaviours

Although the staff surveys suggests there is less uncertainty and that hindrance stresses are being addressed, Supportive Leadership has continued to fall for a 2nd year. Although work, such as the Leadership Training Programme, the Shift Review and rollout of Taser, is ongoing to address this area, it was felt that as the reason for the decrease could not be determined the colour should be changed from “green” to “amber”.

External scrutiny and consultation is being mapped and is to be brought back to the next meeting.

ACTION

DCC Orford

(iv) Our People

Mrs Keveney gave a full update regarding Recruitment, Sickness and Wellbeing.

A number of resource intensive pieces of work, such as the PCDA, Origin replacement, PDR/CPD, Equality and Diversity Teams, Pay and Reward were outlined. To support these it was requested that the HR structure and resources be determined as soon as possible.

It was agreed that the Force is open to lateral transferees of every rank up to Inspector and there should be a media campaign to support this.

ACTION

T/Ch Supt Curtis/Mr T Kearney

(v) Performance Update

Mrs Routledge reported that ASB is decreasing, as are alcohol related incidents. An overview of the Operational Threat and Risk debate about Domestic Abuse (medium category) was given. The work ongoing with regards to MFH was outlined, including the work around solution to bridge the gap until Sigma is developed to include MFH.

The work around will form part of the Real Time Intelligence Communication Plan. It was noted that the significant reduction in reporting of Mental Health incidents was due to turning off the ability to self-populate/tag when incident recording. FCR staff now tag through the THRIVE process.

The crime figures were discussed with particular emphasis on the move to quality investigation of higher harm crimes. The drop in outcomes for Violence against the Person from 25% to 15% was noted and work is to be carried out to ensure we examine what opportunities exist to improve the outcome rate.

ACTION

T/Ch Supt Fuller and Mrs G Routledge

8/19.5

EXCEPTION REPORTING

(i) Recognition

Recognition was given to the team efforts of Spennymoor Station who dealt with the stabbing incident yesterday.

ACTION

Discharged

(ii) Case Quality Presentation

Good feedback had been given from Humberside Executive regarding Karen Hewitt's presentation on Case Quality.

ACTION

Discharged

8/19.6

TEAM DURHAM BRIEF

No specific items were identified.

ACTION

Standing Item

8/19.7

DATE AND TIME OF NEXT MEETING

The next FLG meeting will be held on Tuesday 8th October 2019 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 27th September 2019.