

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 13TH MARCH 2018

3/18.1

ATTENDANCE

Mrs J Farrell	Deputy Chief Constable
Mr D Orford	Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
Ch. Supt P Beddow	Crime, Justice & Response
Ch. Supt. J Spraggon	Strategic Demand & Partnerships
T/Ch. Supt. A Green	Safeguarding Neighbourhood Command
Supt C Curtis	Safeguarding Neighbourhood Command
Supt. U Cuozzo	Professional Standards and Legal Services
Mrs G Routledge	Tasking & Co-ordination
Mrs A Gardiner	Tasking & Co-ordination
Mr I Gulliver	Support Services
Mrs S Keveney	Support Services
Mrs C Jackson	Support Services
Mr J Carling	OPCVC
Canon A Gatrill	Force Chaplain
Sgt A Jackson	Federation
Mr R Collins	Unison

Also present as observers were:-

T/Insp S Cowan	Response
D/Sgt S Richards	Crime
PC C Spence	Response
Mrs J Connor	OPCVC

For item 3/18.3 only

Mrs T Ashforth

APOLOGIES FOR ABSENCE

Mr M Barton	Chief Constable
Supt. J Blackwell	Strategic Demand & Partnerships, & ICT
Supt J Ward	Crime, Justice & Response
Mrs J Clewlow	Support Services
Ms X Tait	Evolve, Director of Legal

Mrs M March	Support Services
Mr T Kearney	Tasking & Co-ordination
Mr A Reiss	OPCVC
PC K Wilson	Federation
Mr R Hogg	OPCVC

3/18.2 **MINUTES OF MEETING HELD ON 13TH FEBRUARY 2018**

The minutes previously circulated were accepted as a true record.

The following actions were also discussed:-

STAFF SURVEY

An update on the actions falling out of the staff survey was provided:-

- An infographic detailing the key messages from the recent staff survey had been circulated.
- Dr Les Graham will present details to the Wellbeing champions on 16th March 2018
- Workshops have been planned for Inspectors and equivalent police staff

ACTION

Discharged

STREET TRIAGE

Update to be provided at the next meeting.

ACTION

Ch. Insp Clarke

3/18.3 **INFORMATION MANAGEMENT – RISKS AND OPPORTUNITIES PRESENTATION**

Mrs Ashforth referred to the compliance requirements of GDPR (General Data Protection Regulation) and LED (Law Enforcement Directive) which will apply from May 2018 and highlighted the key information risks and opportunities and the proposed direction of travel.

An information asset register is in the process of being developed and asset owners identified, so we understand what information we have and how we share it, providing greater clarity and ensuring clear responsibilities and accountability. Interdependencies have also been identified. Data will need to be proactively managed and cultural changes will need to take place. This together with the requirement for IT investment will be subject to further debate at the Information Management Board.

ACTION

Discharged

3/18.4

PLAN ON A PAGE

Plan on a Page

Following feedback Mrs Routledge presented the Plan on a Page for 2018/19 which members agreed.

The management information plan which contains the key performance questions, indicators, actions and governance was also circulated for comment and any amendments should be provided to Mrs Routledge.

As part of this item Mr Ridley referred to an email he had circulated to all SMT members raising awareness of CPD and reminding of the requirement that all PDR's should be completed. He requested that all staff should complete a record of their CPD for 2017/18 on the PDR system. He also asked that managers sit down with each member of staff for 30 minutes to discuss their entries. As last year, for simplicity there may be occasions where officers and staff are working at an acceptable level where it is agreed by both the individual and line manager. In this situation a fully evidenced PDR is not required. Further guidance will be circulated.

Heat Map Assessment

Members considered the plan on a page and based on a risk management approach rated the objectives as follows:-

Outcomes

Inspire confidence – Green

Satisfaction – Amber
Core Deliverables
Protecting Neighbourhoods – Amber
Tackling Criminals – Red
Solving Problems – Amber

Enabling Factors

Information and Decision Making – Red
Communication – Amber
Partners & Collaboration – Amber
Organisational Attitudes and Behaviours – Green

Resources

Our People – Amber
Our Stuff – Red

Value For Money - Green

Programme Board Update

The programme board structure is currently under review with a view to moving from 2 programme boards to one Change Management board to consider and prioritise future programmes. This is subject to ongoing consultation. An initial meeting has been set for 25/4/18. The organisational support, opportunities and risk meeting will continue to sit as a sub group.

ACTION

Standing item

3/18.5

EXCEPTION REPORTS (INC. AFE UPDATE) TO INCLUDE GOOD NEWS AND ANY OTHER BUSINESS

- Mrs Farrell thanked Mrs Keveney and colleagues for all their hard work and assistance with the recent promotion boards which provided fantastic results and reinforced the excellent value sets and talent in the organisation. Mrs Keveney referred to the recent exercise undertaken to collate developmental and career aspirations of officers and reinforced that this needed to

be maintained to ensure expectations are managed. The information will be shared across commands.

- Mr Gulliver reported positive feedback from the recent overseas training which has also generated income and thanked members for the support provided from across the organisation. The provision of training to generate income will continue to develop and progress.

ACTION

Standing item

3/18.6

TEAM DURHAM BRIEF

The following items were identified:-

- Staff survey
- Training – overseas
- Street Triage

ACTION

Standing Item

3/18.7

DATE AND TIME OF NEXT MEETING

The next FLG meeting will be held on Tuesday 10th April 2018 at 9 a.m. Items for the agenda to be forwarded to the Strategic Planning Manager by no later than 29th March, 2018.