

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 8TH OCTOBER 2019

OPEN SESSION

9/19 .1

ATTENDANCE

Mrs J Farrell	Chief Constable
Mr G Ridley	Assistant Chief Officer
Supt D Ashton	Safeguarding Neighbourhood
T Ch Supt A Green	Safeguarding Neighbourhood
T Supt R Allen	Safeguarding Neighbourhood
T Ch Supt V Fuller	Crime, Justice & Response
D Supt K Weir	Crime, Justice & Response
T Supt C Clarke	Crime, Justice & Response
Ms G Chambers	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
Mr J Carling	OPCVC
Canon A Gatrill	Force Chaplain
Mr R Collins	Unison
Mr I Gulliver	Support Services
T Ch Supt C Curtis	People Command
D/Insp L Banks Brown	Crime, Justice & Response
T Ch Insp S Honeyman	Federation
Ch Insp V Martin	PS & LS
Mr P Guy	Business Innovation & Development
T Ch Supt J Blackwell	Business Innovation & Development
Insp S Steen	Business Innovation & Development
DC K Salmon	Support Services

Also present as an observer was:-

Mrs S Crampton	Northamptonshire Police
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APOLOGIES FOR ABSENCE

Mr D Orford	Deputy Chief Constable
Mr J Ward	Temp Assistant Chief Constable
Sgt S Turner	Executive Staff Officer
Mrs S Urwin	Crime, Justice & Response
Mrs C Jackson	Support Services
Mrs S Keveney	Support Services
Mrs A Armstrong	Tasking & Co-ordination
Ms X Tait	Evolve, Director of Legal
Supt M Bird	Tasking & Co-ordination

9/19.2 **MINUTES OF MEETING HELD ON 10TH SEPTEMBER 2019**

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

8/19.4(i) **Confidence Academy Publicity**

There was no update to report.

8/19.4(ii) **Leadership Academy**

There was no update to report.

8/19.4(iii) **Mapping of External Scrutiny & Consultation**

Mapping has taken place with accuracy being checked and gaps are currently being identified. This will be monitored through the Legitimacy Steering Group. The PCVC is keen to be involved to use the results to inform our partners.

A debrief will take place after this meeting regarding the Kent visit relating to scrutiny and engagement in readiness for the meeting to be held 11th October.

ACTION

Update at the next meeting of FLG

8/19.4(iv) **HR Structure & Resources**

A new proposed structure was presented which would allow an efficient, effective HR function and provide better capacity to deal with the anticipated increase in workload. T/Ch/Supt Curtis will provide an update at a meeting on 11th October.

Discussions took place in relation to the most appropriate links between the HR function and the HMU/OHU functions. Significant changes to complaint and misconduct regulations will also impact on the HR function. Ch Insp Martin will provide detail at the next meeting.

ACTION

T/Ch/Supt Curtis/ Ch/Insp Martin.

8/19.4(v) **Outcomes re Violence Against the Person**

Mrs Farrell requested that the effectiveness and quality of morning meetings be reviewed.

T/Ch/Supt Fuller added that emphasis must be placed on reviewing the context of the Executive Summary to ensure that it reflects the threat, harm and risk across the organisation. In addition to spontaneous operations, planned operations are to be included on the summary.

T/Ch/Supt Green raised the issue of talent spread following the loss of staff in some locations following promotion. It was agreed that this should be raised at Organisational Threat & Risk and at the next meeting of FLG.

ACTION

To the next meeting of FLG and to be raised at Organisational Threat & Risk.

9/19.3

PLAN ON A PAGE

(i) Solving Problems

Problem solving is embedded well within Neighbourhood teams and is being extended to our Response and Crime teams. Our partners will

need to be upskilled in relation to Problem Solving. Work is ongoing to identify “Wicked Issues”.

ACTION

It was agreed that Solving Problems would remain “Amber”

(ii) Our Stuff

A Mobile Solutions demonstration with interactive sessions will take place at the next meeting of FLG. Details relating to the anticipated “go-live” date would also be communicated. There is a significant push to encourage women to consider a career within the IT field.

Discussions took place around the loss of staff to private companies and organisations with more generous remuneration packages.

We remain in the same position as most other forces regarding national projects.

Discussions are still taking place with Cumbria and Capita around the future of Policeworks.

Mrs March gave an informative presentation regarding the structure and function of the Estates team, together with information relating to ongoing and future projects. It was suggested that to inform staff, the plan should be shared via a newsletter.

Clear decisions are required with regard to the location of our new staff in order to identify requirements for lockers, equipment etc.

The Estates Strategy is to be presented to the Executive Board in November.

ACTION

It was agreed that Our Stuff would remain “Red”

(iii) Value for Money

The grant settlement, which is expected in early December, will provide clarity around money available for the uplift in police officer numbers.

The Minister for Policing expects the uplift in police officers to deliver the desired outcomes.

ACTION

It was agreed that Value for Money would remain “Green”.

(iv) Performance Update

Supt Ashton reported that the number of MARAC repeats are of concern, as is the increase in the number of referrals for Domestic Abuse.

Good feedback has been received from the Peer Review process

ACTION

Standing item

9/19.4

SAFEGUARDING LEARNERS POLICY

Insp Steen and DC Salmon presented the Safeguarding Learners policy. The policy was approved subject to a change to the title to provide a more explicit reflection of the content.

ACTION

Insp Steen/DC Salmon/Discharged

9/19.5

EXCEPTION REPORTING

- T/Ch/Supt Blackwell expressed his thanks to Mr Guy for the work to date on IT development.
- Insp Curtis has received a national award for reducing road casualties.
- T/Ch/Supts Green and Fuller to arrange evening sessions for officers to assist with preparation for investigator examinations.

ANY OTHER BUSINESS

- The Federation will run a PIM Awareness session, 7th November. The session will be suitable for all ranks and will aim to raise awareness of the PIM process as well as support to the organisation and colleagues.
- Ch/Supt Williamson advised that it is anticipated that a request for mutual aid in relation to countrywide Extinction Rebellion activities would be received.

- T/Supt Clark stated that work was ongoing around Brexit preparations and the block on requests for annual leave during the specified period. Department Heads had been asked to ensure that contingency plans were in place and that requests for annual leave were being dealt with in a robust manner. Conscious of the impact on staff of the many annual leave blocks during this year, T/Ch/Supt Green queried whether the organisation would look to relax the current limit of 5 days carry over in support of our staff.

ACTION

Supt Williamson and T/Supt Clark to discuss with Staff Associations and communicate the message to staff.

- T/Ch/Insp Honeyman advised that complaints from a small number of Response officers had been received into the Federation regarding the new shift pattern to be implemented 1st December. It was noted that clear communication had been provided and Federation representative were urged to reinforce the positive message.
- Ch/Insp Long has been asked by Mrs Farrell to look at the Superintendent qualifying period.
- Mrs Farrell reminded members of the fundraising event to be held on 8th November in support of Ron Hogg, the proceeds of which will go to the Motor Neurone Association.

9/19.6

TEAM DURHAM BRIEF

No specific items were identified.

ACTION

Standing Item

9/19.7

DATE AND TIME OF NEXT MEETING

The next FLG meeting will be held on Wednesday 20th November 2019 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 8th November 2019.