

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 11TH JUNE 2019

OPEN SESSION

5/19 .1

ATTENDANCE

Mrs J Farrell	Chief Constable
Mr D Orford	Temp Deputy Chief Constable
Mr J Ward	Temp Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
Insp K Martin	Executive Staff Officer
T/Ch. Supt. A Green	Safeguarding Neighbourhood
T/Supt R Allen	Safeguarding Neighbourhood
Supt D Ashton	Safeguarding Neighbourhood
T/ Ch. Supt. V Fuller	Crime, Justice & Response
D/Supt K Weir	Crime, Justice & Response
T/Supt C Clarke	Crime, Justice & Response
Mrs S Urwin	Crime, Justice & Response
Ch/Insp S Long	Crime, Justice & Response
D/Ch/Insp C Davies	Crime, Justice & Response
T/Ch. Supt C Curtis	The People Command
Supt C Williamson	CDSOU
Mrs G Routledge	Tasking & Co-ordination
Ch Insp M Kirtley	Tasking & Co-ordination
Mrs A Gardiner	Tasking & Co-ordination
Mr T Kearney	Tasking & Co-ordination
Mr I Gulliver	Support Services
Mrs M March	Support Services
PC K Wilson	Federation
Mr R Collins	Unison

Also present as observers were:-

Ms J Baker	Tasking & Co-ordination
Mrs R Ross	Crime, Justice & Response
Mrs A Graham	Crime, Justice & Response

APOLOGIES FOR ABSENCE

Supt U Cuzzo	Crime, Justice & Response
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Supt M Bird	Tasking & Co-ordination
Supt J Blackwell	Business Innovation and Development
Ms J Edgar	Business Innovation and Development
Mr S Mooney	Professional Standards & Legal Services
Mrs C Jackson	Support Services
Mrs A Armstrong	Tasking and Co-ordination
Ms X Tait	Evolve, Director of Legal
Mrs J Clewlow	Support Services
Mrs S Keveney	Support Services
Sgt A Jackson	Federation
Mr R Hogg	OPCVC
Mr S White	OPCVC
Mr J Carling	OPCVC
S/CO Checksfield	Special Constabulary
Canon A Gatrill	Force Chaplain

5/19.2 **MINUTES OF MEETING HELD ON 14TH MAY 2019**

The minutes previously circulated were accepted as a true record.

ACTION

Standing item

5/19.3 **VISION AND VALUES GOING FORWARD**

C.C. Farrell outlined thoughts and expectations and focus moving forward. The attendance at the meeting has been extended so as to better use it for discussion and consultation and a forum where the business of Durham Constabulary can take place.

Discussion took place regarding:-

- a) Strategic Leaders particularly regarding teamwork and focussing on a collective effort
- b) Values, which, other than an additional value of inclusivity, have not changed
- c) Vision/Evolution. Although Plan on a Page and the vision will not change greatly, the following areas are to evolve and be given some focus
 - Higher Risk/Harm/Quality

- Problem Solving/Demand Management
 - Wellbeing
- d) Lets have some fun

C.C. Farrell touched on the new People Command which is to include Standards Department, Human Resources, Health Management, Learning and Development.

ACTION

Discharged

5/19.4

STAFF SURVEY EARLY FINDINGS

Mrs Routlege provided an early insight into the findings of the staff survey.

Although the response rate for the general survey was down on last year, it was comparable to years previous at 32%. The supervisor response rate was higher at 42%.

The following points were noted:-

Ethics - remains high

Job Satisfaction – has increased for both staff and officers

Uncertainty – has reduced

Challenge Stresses – have reduced slightly, indicating staff are feeling better

Hindrance Stresses – have reduced

Engagement – slight increase

Areas to watch include:-

Public Service Motivation – has reduced

Fairness – is stable

Perceived Organisational Support – generally ok

Emotional Energy – to be confirmed, but at best remains stable, may have reduced

Supportive Leadership – has reduced for the third year running

A more detailed update will be presented at the Focus day on the 2nd July 2019.

ACTION

Discharged

5/19.5

PERFORMANCE UPDATE

Mrs Routledge gave an update on the performance information. Although there have been no new figures, actions arising from the previous figures published continue to be worked upon.

Increases in “repeats” in areas such as MARAC, Hate Crime, CSE, Mental Health were discussed and highlighted as a concern for the Force.

ACTION

Standing item

5/19.6

RAPE AND SEXUAL OFFENCES REVIEW

D/Ch Insp Davies reported on her findings in relation to the investigation of Rape and Sexual Offences and outlined 4 options to move forward. These will be debated by Commanders at a scheduled meeting.

ACTION

Discharged

5/19.7

GENDER AND CRIME PRESENTATION

D/Supt Weir gave a presentation regarding how women are dealt with through the Justice System, highlighting practises which lead to discrimination. There were 9 points where the force could do more.

Durham have applied, through the PCVC, to be part of a Ministry of Justice National Pilot.

ACTION

Discharged

5/19.8 **ANY OTHER BUSINESS AND KEY MESSAGES**

Members of the group are to take their own messages, relevant to their Commands and areas of the business, for circulation to the wider force.

There was no other business to discuss.

ACTION

Standing Item

5/19.10 **DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 9th July 2019 at 9 a.m.
Items for the agenda to be forwarded to the Strategic Manager by no later than 28th June 2019.