

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 14TH JANUARY 2020

OPEN SESSION

01/20 .0 **ATTENDANCE**

Mr D Orford	Deputy Chief Constable
Mr J Ward	Temp Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
Sgt S Turner	Executive Staff Officer
D Supt D Ashton	Safeguarding Neighbourhood
Supt R Allen	Safeguarding Neighbourhood
Supt C Williamson	CDSOU
Supt C Clarke	Crime, Justice & Response
D/Supt K Weir	Crime, Justice & Response
T D Supt P Gray	Crime, Justice & Response
Mrs G Routledge	Tasking & Co-ordination
Mrs A Gardiner	Tasking & Co-ordination
Mrs A Armstrong	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
C/Insp V Martin	People Services
Mrs S Keveney	People Services
Mr I Gulliver	People Services
Mr S Mooney	People Services
C/Insp S Long	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
PC K Wilson	Federation

Also present as an observer was:-

Insp A Arthur	Safeguarding Neighbourhood
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APOLOGIES FOR ABSENCE

Mrs J Farrell	Chief Constable
T Ch Supt A Green	Safeguarding Neighbourhood
Mrs C Jackson	Support Services
Mr D Checksfield	Special Constabulary

01/20.1

MINUTES AND ACTIONS OF MEETING HELD ON 20.11.19

The minutes previously circulated were accepted. The following actions were picked up:-

- **Legitimacy**
The Legitimacy Board met yesterday and focussed around systems and the External Scrutiny Panel which is now up and running and moving ahead at a pace.
- **Force Control Room**
Resourcing issues are being addressed, over recruiting has commenced with the first cohort on the 6th January 2020.
- **Custody**
Assurances were given that Checkpoint Training is embedded within the Custody Training, the team having visited all hubs. In the East Checkpoint numbers are up by 33%, the outcomes of which will be known in a few months.

01/20.2

PLAN ON A PAGE

Heat Map Assessment

Inspire Confidence - remains Amber

- There are no significant changes for Durham who are still in the top quartile. It was noted that Northumbria have significantly improved during this reporting period and are now showing top in all but one category. Although a visit is to be arranged it was agreed that to maintain and sustain performance Durham will remain pure to the evidence base. DCC Orford expressed concerns, brought about by the recent Sgt to Insp Boards,

regarding the inconsistency of understanding, across the force, of the confidence model.

Protecting Neighbourhoods - Remains Amber

- MFH good news and risk areas were discussed in detail. Work is ongoing to problem solve the largest risk which is MFH from Mental Health and Care Establishments. A meeting is arranged with leads and partners on the 6th February 2020. The next area to tackle is MFH from acute care establishments.
- The Force Policy for Fraud has been reviewed and is to be brought back to the next FLG for approval.

ACTION D/Supt K Weir

- Rape and Sexual Offences are being managed by Operational Threat and Risk and will be discussed in detail at the next meeting. There are some issues regarding CPS rejection rates. A new form incorporating the MG3, Disclosure, RASO and Triage checklists is being piloted at South Safeguarding.
- The way we manage mental health has changed. This is being managed by a Co-ordination Group, led by T/Ch Supt Green. It was noted that there had been a decrease is due to flagging and a reduction in repeats. It is anticipated that mental health incidents are likely to increase.
- Hate Crime numbers have decreased, but it was noted that the numbers are small. Repeats are actioned through LTR.

Tackling Criminals - Remains Amber

- OCG numbers are stable
- Robbery have seen a couple of spikes
- A process to provide reassurance around the timeliness of RSO visits is to be looked at. Although there is no National Framework outlining requirements, visits are recorded on Visor and Red Sigma. There has been an uplift of ARMs officers, which will take effect from the end of January 2020. The current process of checking visits for all high risk RSOs and dip sampling others, will continue. Discussion regarding the policy

in relation to RSOs and the work carried out by Graham Hill will be deferred to the next meeting.

ACTION T/Ch Supt Green

Communication - Remains Amber

- The move to NEP which will improve internal communication is imminent
- There is a risk that we are not keeping up with the more preferable methods of social media such as Instagram, Ticktock, LinkedIn and Snapchat.
- The website is the least used of all media platforms
- All members were advised to ensure they understand the communication potential within Office 365.

Organisational Attitudes and Behaviours – Remains Amber

- PSD Resourcing risk has been mitigated by an uplift of staff
- Although the complaints recorded remains static it was noted that the triage team are dealing with and removing the need to record lower level complaints. The static numbers are actually more complex complaints
- The new regulations take affect the 1st February 2020.
- PND fault has resulted in an additional demand in vetting.
- A discussion took place with regards to capturing innovation. It is anticipated that FMS returns will draw out some examples.

Our People – Remains Amber

- The HR / HMU Structure is now in place
- Frailties and challenges include the HMU vacancies and pressures around the uplift.
- There are 96-100 members of staff waiting for HMU appointments and further 45 reviews to be booked in

- The terms of reference for the People Board are out for comment
- The current KPQs are difficult to answer as there is little data, though the Origin update should assist in the future. In the meantime FMS should provide assurances regarding what is felt and staff survey results continue to provide data.
- The carry forward of annual leave from 2019 to 2020 has accumulated 20,600 additional hours of leave to take in this current year. It was agreed that it would be impossible to manage this down in the first 3 months of the year. The issue will be addressed by the People Board.

Performance Update

There were no specific issues to address.

01/20.3

EXCEPTION REPORTING

- Mrs Routledge updated that the National Staff Survey return was 30%
- Mrs Routledge updated on the HMIC timetable, with the earliest visit expected to be July time.
- Ch Insp Martin requested support from Commanders in providing training opportunities in relation to the new complaints Regulations.
- PC Wilson reported on the Federation's ongoing work in relation to:-
 - PCDA Programme and the retention of officers, over 35 officers have left in the last 2 – 3 years
 - IOPC Cases
 - Shift review
 - PIP Seminar
 - Pensions, there is a meeting in February which should give a clear direction.
 - National Police Chief Council Officer Safety Review
- Mr. Gulliver reported that the PCDA Plan had been submitted and approved. The next stage involves working with the university.

- Mr. Gulliver highlighted a recent issue regarding the purchase of larger PSU vehicles and the need for C1 (rather than D1) drivers. The issue is being addressed.
- Mr Carling give his appreciation to members and the wider constabulary for their sympathy, support and funeral planning in relation to Mr Ron Hogg.
- Mr Carling reported that the PCVC logo had inevitably changed and members should be mindful of where the logo is currently used and requires updating
- Ms Tait gave an update on a recent Article in the Guarding regarding the settlement of complaints. A review of Durham shows a healthy picture, the numbers are low, with only 3 in 2019.

01/20.4 **TEAM DURHAM BRIEF**

The following briefing items were identified:-

- Appreciation for work over the Christmas Period
- Appreciation regarding Ron Hogg's funeral
- Acceptable standards of on-line behaviour

ACTION

Standing Item

01/20.5 **DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 11th February 2020 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 31st January 2020..