

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

OPEN SESSION

1/19 .1

ATTENDANCE

Mr M Barton	Chief Constable
Mrs J Farrell	Deputy Chief Constable
Mr G Ridley	Assistant Chief Officer
T/Ch. Supt. A Green	Safeguarding Neighbourhood
Ch. Supt. J Spraggon	Business Innovation and Development
T/Ch. Supt J Ward	Crime, Justice & Response
Supt. V Fuller	Professional Standards & Legal Services
Supt. C Williamson	CDSOU
Ms X Tait	Evolve, Director of Legal
Mrs A Gardiner	Tasking & Co-ordination
Mrs J Clewlow	Support Services
Mrs S Keveney	Support Services
Mrs M March	Support Services
Mr I Gulliver	Support Services
Mrs C Jackson	Support Services
Sgt A Jackson	Federation
Mr J Carling	OPCVC
Canon A Gatrill	Force Chaplain

Observer:-

A/Sgt 2670 Daniel Beardmore – Neighbourhoods (Chester Le Street)

APOLOGIES FOR ABSENCE

Mr D Orford	Assistant Chief Constable
Supt M Bird	Tasking & Co-ordination
Mrs G Routledge	Tasking & Co-ordination
Ch. Supt. P Beddow	Crime, Justice & Response
Mr T Kearney	Tasking & Co-ordination
PC K Wilson	Federation
Mr R Collins	Unison
Mr R Hogg	OPCVC
S/CO Checksfield	Special Constabulary

1/19.2

MINUTES OF MEETING HELD ON 12TH DECEMBER 2018

The minutes previously circulated were accepted as a true record subject to the following amendment:-

11/18.4 A piece of work is ongoing looking at demand and quality of **investigation of** sexual offences and domestic abuse.

Updates from actions:-

11/18.3 Operation London Bridge

The information requested is being collated and updated as necessary.

Mrs Farrell referred to the accuracy of origin data. Mrs Keveney confirmed that she was not aware of any issues however would look into this. She advised that establishment and strength information is issued on a monthly basis and movement orders are completed for all moves in excess of 14 days. T/Ch. Supt Ward also advised that the Response Inspectors had been reminded of the requirement to ensure origin is accurate and in particular to ensure support managers are notified of any officer/staff moves over 14 days.

ACTION

- Mrs Keveney to look into the issues re the accuracy of origin data
- All commands to reinforce the requirement to ensure the accuracy of origin data and to notify support managers of any officer/staff moves over 14 days.
- Inspector Gdaniec to consider as part of the resourcing review

11/18.4 Overtime

Mr Ridley advised that a meeting had been arranged with commanders to discuss and agree an accountability framework regarding overtime.

ACTION

HR to ensure vacant Detention Officer posts are progressed as a matter of urgency

11/18.4 Medical Case Conferences

Mrs Clewlow confirmed that she had linked in with commands to identify case conference requirements. Some have already taken place and a further number are in the diary. As requested FMA time had been allocated and meetings are being arranged for afternoons to ensure appropriate attendance. HMU reports are being shared appropriately. A meeting has been arranged to discuss officers/staff on recuperative and adjusted duties.

Commanders confirmed that the attendance by OHU nurses at SMT meetings and the option for dialogue with the FMA were proving very beneficial.

ACTION

Discharged

1/19.4

PLAN ON A PAGE **PERFORMANCE UPDATE**

Mrs Gardiner gave an update on performance highlighting the following:-

OUTCOMES

Satisfaction – starting to see improvements and early indications that the work of the Total Victim Care Group is starting to have a positive effect. D/Ch. Insp Paul Gray is now the strategic lead for satisfaction.

The next quarter satisfactions results should be ready for presentation to the next FLG.

Confidence – CSEW - all 4 confidence indicators have dropped over the previous 9 months, with NI21 having dropped over the last 6 months. The gap between police only and police and local council confidence indicator remain, however the league table position has improved slightly but the score is static. If the downward trend continues all four indicators will be outside of the top quartile.

It is known from previous work that improving community engagement drives an improvement in confidence indicators. Ch. Insp Allen is refreshing the confidence plan and is engaging with the working group set up with the Local Authority/Safe Durham Partnership to develop an action plan around improving the police and local council indicator NI21.

Ch. Supt Green advised that a mutual gain working group had designed a multi hour input which will be rolled out to all neighbourhood staff by the end of April, 2019.

Mr Ridley reported that he was attending a meeting with Mr Collins to discuss the issue of begging in Durham City. Ch. Supt Green also advised that work is ongoing with Durham County Council Housing to assist with ensuring a wraparound service is provided. A multi-agency meeting is due to be held on 16th January 2019.

The community newsletter is due to go live.

CORE DELIVERABLES

Anti-Social Behaviour – a seasonal variance in the summer, still decreasing overall

Domestic Abuse – a decline since the summer but incidents increased in December, continue to be monitored

J-TAI review – work to address actions ongoing

Agreement has been given for temporary funding for additional resource to keep running MATAC for another 18-24 months

The arrest rate is stable for Domestic Abuse

The number of Missing from Home incidents has decreased since September, the majority remain as medium risk referrals. An analysis of the profile of MFH's is currently being undertaken and will be reported in the next quarter.

ACTIONS

- Supt Blackwell to give a position update on the change of software for MFH at the next meeting.
- Supt Bird to update on the automatic feed of DMI's and inclusion as part of performance management. A dip sample exercise to also take place to identify the timeliness of launching DMI.

CSE – for the last two months repeats is down to 25/26%
Violence, Rape and stalking now included in the performance management data.

ACTION

- Tasking & Co-ordination to include sexual offences, excluding rape, in the performance figures.

Burglary – percentage change is decreasing

T/Ch. Supt Ward reported on the improved use of shared resources with NERSOU. Scoping is also going to take place regarding extortion and regionally for organised crime in particular around vulnerability. A quarterly meeting of the heads of crime is taking place. T/Ch. Supt Ward highlighted the restricted remit regarding prisons and undertook to speak to the head of NERSOU and update Mr Barton to raise at NCC if necessary.

OCG's – an extra indicator of an average threat score has been introduced.

ENABLING FACTORS

Calls for service was quieter over the Christmas period but busy over the New Year.

Priority attendance is improving, scheduled is improving and immediate responses is stable.

The introduction of the National On Line reporting system is crucial and the force need to push for its implementation.

ACTION

- Supt Blackwell to brief Mr Barton on the roadmap for the National On Line reporting system.

Resources

Officer availability dropped to 63% in December although it doesn't appear to have affected outcomes.

Work is ongoing to look at, if and how we can forecast availability. Mr Pearson presented a draft of the model and commanders will be consulted further to go through it in more detail and define what 'good' looks like. It will be presented to threat & risk and brought back to FLG in due course.

Volunteers – Lancashire PCC have mapped out processes around volunteers and shared the information. Work to undertake a similar exercise overlaying Lancashire's road map will be carried out.

Staff Numbers – Officer recruitment opens on 11th January 2019. The recruitment plan is; 20 new officers in March followed by 20 in June, 20 in September and 17 in January 2020.

Media have prepared a video to demonstrate the role of an officer with live examples. Members agreed it was an excellent piece of work and suggested that this needed to form a suite of messages including for example, community engagement.

Finance – the overtime figures were noted.

Staff Survey –currently the response rate for the Gender equality survey was 11%. The briefing and link will be recirculated and members were asked to promote and encourage completion within their command. The closing date for completion may be extended.

The main staff survey will take place in March 2019.

ACTION

Standing item

1/19.5

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

The following were reported:-

- Nominations have been requested for the national bravery awards. The closing date is March 2019. Commands were asked to encourage the submission of any acts of bravery.
- Sgt Jackson advised that a post incident procedure day was being arranged to take place in April, 2019. Its aim is to give staff/officers a basic understanding of it and why it exists. Attendance will be requested from across the organisation.
- All staff/officers working over the Christmas and New Year period were thanked for their hard work.
- Legal services will be going digital for new cases at the end of January 2019.
- National guidance regarding inappropriate relationships is currently out for consultation.
- Trim training will commence on 15th and 16th January 2019
- Disclosure training figures will be issued nationally.

ACTION

Mr Gulliver to provide up to date disclosure training figures for Durham

1/19.6 **TEAM DURHAM BRIEF**

There were no items identified.

ACTION

Standing Item

1/19.7 **DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 12th February 2019 at 9 a.m. Items for the agenda to be forwarded to the Strategic Planning Manager by no later than 1st February 2019.