

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 13TH AUGUST 2019

OPEN SESSION

7/19 .1

ATTENDANCE

Mrs J Farrell	Chief Constable
Mr J Ward	Temp Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
Sgt S Turner	Executive Staff Officer
Supt D Ashton	Safeguarding Neighbourhood
DInsp I Dutson	Safeguarding Neighbourhood
T/Supt C Clarke	Crime, Justice & Response
DCh/Insp P Grey	Crime, Justice & Response
Mrs S Urwin	Crime, Justice & Response
Mrs G Routledge	Tasking & Co-ordination
Ch/Insp M Kirtley	Tasking & Co-ordination
DInsp C Rudd	Tasking & Co-ordination
Mrs A Armstrong	Tasking & Co-ordination
Ch/Insp S Long	Business Innovation and Development
Ms J Edgar	Business Innovation and Development
Mr C Bowman	Business Innovation and Development
Mrs J Connor	OPCVC
Sgt A Jackson	Federation
Mr D McGinnes	Unison
Canon A Gatrill	Force Chaplain

Also present as observers were:-

PC S Chaney	Crime, Justice & Response
Miss L Graham	Business Innovation and Development

APOLOGIES FOR ABSENCE

Mr D Orford	Temp Deputy Chief Constable
T/Ch. Supt. A Green	Safeguarding Neighbourhood
T/Supt R Allen	Safeguarding Neighbourhood
Mrs A Gardiner	Tasking & Co-ordination
Mr T Kearney	Tasking & Co-ordination
Ms H Bryan	Tasking & Co-ordination

T/Ch. Supt C Curtis	The People Command
Supt C Williamson	CDSOU
Supt J Blackwell	Business Innovation and Development
Mrs C Jackson	Support Services
Mrs M March	Support Services
Mrs S Keveney	Support Services
Mr R Hogg	OPCVC
Mr S White	OPCVC

7/19.2

MINUTES OF MEETING HELD ON 11TH JUNE 2019

The minutes previously circulated were accepted as a true record.

ACTION

Standing item

Prior to the agenda the following items were discussed

VALUE AND VISION

C.C. Farrell opened the meeting by asking for confirmation that the vision and values had been communicated and disseminated through commands. Attendees confirmed that this had been carried out through CPD and Coaching sessions and through MPRs.

WELLBEING (SHIFT) REVIEW

A brief update was given regarding the Wellbeing (Shift) Review. C/Insp Long reported that, other than a Safeguarding representative, the working group had been established and scoping work carried out. Early consultation was to take place to enable the Terms of Reference to be determined. It is anticipated that the review will take 3 months from September 2019 and that the Police Officer Uplift may increase the options. The plan is to introduce any changes in September 2020.

POLICE OFFICER UPLIFT (20,000)

Mr. Ridley reported on the "Boris 20,000" police officer uplift and the implications for the force. He talked through the recruitment plan and the subsequent uplift of staff to support this. The impact on Estates,

Stores, Fleet and ICT was also acknowledged. The base line as at 31st March 2019 will be used to measure outcomes such as confidence, diversity and reducing higher end crime. The Federation confirmed that they have fed in nationally concerns regarding the quick turn round.

7/19.3

DOMESTIC ABUSE BILL PRESENTATION

D/Insp. Dutson gave a detailed presentation, outlining some of the 123 recommendations of the Domestic Abuse Bill which is due to be passed by summer 2020. It is felt that, due to the Domestic Abuse Best Practice Framework, Durham Constabulary is ahead of the game.

A discussion took place regarding the most appropriate time to adopt the proposed Domestic Abuse definition. It was agreed that this should be debated at LCJP on the 19th September 2019 and the next Crime Practitioners Meeting.

ACTION

Discharged

7/19.4

THREATS TO LIFE POLICY

D/Insp Rudd updated that the Policy had been reviewed and refreshed with particular focus on the need for assessments which has, in turn, reduced the number of assessments and will allow better management of threats to life. New templates and recording processes have been introduced to allow a consistent approach, which should improve understanding of when a threats to life assessment is required, particularly at first contact. It was agreed that the closure of threats to life by the Locality Threat and Risk meetings should be trialled and reviewed to ensure it is working.

ACTION

Discharged

7/19.5

GOVERNANCE FRAMEWORK

Mrs Routledge discussed the proposed new meeting structure which would encourage the right conversations around objectives, plan on a page etc. She explained that FLG meetings would be themed to pull out parts of plan on a page to allow more detailed conversations of areas on a 3 month cycle.

The meetings that feed into FLG had been reviewed and the numbers slightly reduced. The chair of each meeting was agreed:-

Operational Performance and Risk	-	ACC
Problem Solving and Improvement	-	DCC
Leadership, Ethics & Legitimacy Board	-	DCC
Information Management Board	-	DCC
Business Change & Programme	-	DCC
Management Board		

The proposal was accepted, subject to the Terms of Reference, Frequency and Attendance being confirmed and Mrs Routledge was thanked for her contribution to the review.

It was also agreed that the Strategic Resourcing Group should be chaired by an Executive member.

ACTION

Discharged

7/19.6

PLAN ON A PAGE

(i) Protecting Neighbourhoods

D/Supt Ashton talked through some of the issues and challenges and it was agreed that the Amber grading should remain.

(ii) Tackling Criminals

D/C/Insp Paul Grey discussed the decline of outcome rates in almost every category and although it is difficult to say what is a “real

increase” and what is an NCRS increase, dip sampling has shown recording is correct.

Work is to be carried out regarding Theft of Vehicles.

Due to these factors it was agreed that the objective should be graded Amber.

(iii) Value for Money

See update regarding Police Officer Uplift at 07/19.2

(iv) Performance Update

Mrs Routledge reported that Satisfaction in Q1 is heading in the right direction.

It was reported that although 999 Call Handling has been steadily increasing for some time, over the last 2 months it has been unusually high. This is to be monitored.

ACTION

Standing Item

7/19.7

EXCEPTION REPORTING

(i) Leadership Academy

Three members of staff have attended Gloucestershire and sat on their course, feedback was positive. There have been a couple of meetings and work is ongoing with the University to write a course. The aspiration is to commence training of Sergeants and Police Staff equivalents in early Autumn. There is potential to income generate from the course.

(ii) PIM Suite

It was reported that due to Spennymoor Fire Station not being fit for purpose, arrangements have been made to utilise Crook Fire Station. The S.O.P. is in place

(iii) **Federation 100 Year Celebrations**

The celebrations are to take place in November 2019.

(iv) **Information Asset Owners**

Ms Edgar reported that an email is being sent to information asset owners today which will involve a significant piece of work. The group were asked to encourage completion.

ACTION

Standing Item

07/19.8 **TEAM DURHAM BRIEF**

No specific items were identified.

ACTION

Standing Item

7/19.9 **DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 10th September 2019 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 30th August 2019.