

**FORCE LEADERSHIP GROUP**  
**MINUTES OF MEETING**  
**HELD ON 12<sup>TH</sup> JUNE 2018**

5/18.1

**ATTENDANCE**

Mrs J Farrell	Deputy Chief Constable
Mr D Orford	Assistant Chief Constable
Mr G Ridley	Assistant Chief Officer
Ch. Supt P Beddow	Crime, Justice & Response
Mrs G Routledge	Tasking & Co-ordination
Mrs M March	Support Services
Mrs C Jackson	Support Services
Mrs S Keveney	Support Services
Mr I Gulliver	Support Services
Mr R Collins	Unison
Ms X Tait	Evolve, Director of Legal
Sgt A Jackson	Federation
Mrs J Trotter	OPCVC
Miss P Russell	OPCVC

Also present were:-

Mr G Armstrong	HMIC
Supt. J Blackwell	Strategic Demand & Partnerships & ICT
Supt C Williamson	Crime, Justice & Response
D/Supt K Weir	Crime, Justice & Response
D/Supt D Ashton	Safeguarding Neighbourhood
Supt J Ward	Crime, Justice & Response
T/Supt R Allen	Safeguarding Neighbourhood
Supt M Bird	Tasking & Co-ordination
Supt. U Cuzzo	Crime, Justice & Response
Ch. Insp S Long	Crime, Justice & Response
Mrs T Ashforth	Strategic Demand & Partnerships & ICT
Mrs C Wigham	Tasking & Co-ordination

As observers:-

Sgt 2156 Tony Miley	Crime, Justice & Response
Mrs Joanne Cook	Tasking & Co-ordination

For item 5/18.2:-

Ch. Insp S Thubron	Safeguarding Neighbourhood Command
Professor S Hackett	Durham University
Mr S Smith	Safeguarding Neighbourhood Command
Mrs N Grime	Tasking & Co-ordination

### **APOLOGIES FOR ABSENCE**

Mr M Barton	Chief Constable
Ch. Supt. J Spraggon	Strategic Demand & Partnerships & ICT
T/Ch. Supt. A Green	Safeguarding Neighbourhood
Mrs J Clewlow	Support Services
Supt C Curtis	Strategic Demand & Partnerships & ICT
Supt V Fuller	Professional Standards and Legal Services
Mrs A Gardiner	Tasking & Co-ordination
Mr A Reiss	OPCVC
Canon A Gatrill	Force Chaplain
Mr R Hogg	OPCVC
PC K Wilson	Federation

5/18.2

### **PRESENTATION – HARMFUL SEXUALISED BEHAVIOUR**

Ch. Insp Thubron introduced Professor Simon Hackett of Durham University who had carried out research into harmful sexual behaviour in childhood.

Professor Hackett outlined the pilot study and the resultant findings and conclusions which highlighted the requirement for early intervention and child sexual abuse prevention education.

Ch. Insp Thubron reported on the process which has been introduced in force which involves early engagement with all relevant partners. One hundred practitioners have been trained and two psychiatrists employed to support the process and ensure this is embedded as business as usual.

It was noted that the requirement for early education was for both victims and perpetrators.

## **ACTION**

Discharged

5/18.3

## **MINUTES OF MEETING HELD ON 10TH APRIL 2018**

The minutes previously circulated were accepted as a true record.

The following updates were provided:-

## **STREET TRIAGE**

Ch. Supt Beddow confirmed that the information sharing protocol had been produced and shared.

## **ASB Increase**

The briefing on the confidence surveys to Durham County Council has taken place.

T/Ch. Supt Green will provide a further briefing to Durham County Councillors in September 18. Darlington Borough Councillors have already been briefed.

## **Restorative Approaches**

Work is ongoing to increase the use of restorative approaches and to build on quality. This is now part of performance management and will continue to be monitored. Data will be added to D-Cop.

## **NCRS**

It was confirmed that outcomes 18a and 18b will be introduced into Sigma to assist officers. Training posters will be distributed and a request for a system change has been made.

## **ACTION**

Discharged

5/18.4

**PLAN ON A PAGE**

**Performance Update and Revised Performance Management Framework**

Satisfaction – work has taken place – briefings to Inspector's and to be included in Do It Right, Do It Better.

Crime Survey – decreasing but numbers are very small, remain in the top quartile.

Protecting Neighbourhoods – anti-social behaviour incidents reducing with the exception of alcohol related incidents

Domestic abuse incidents – discussed at Ops threat and risk and confirmed now recording at point of call.

Domestic abuse arrest rate – work is ongoing to understand outliers. Inspectors are carrying out QA checks

Hate incidents – slight increase – will be included as part of Do It Right, Do It Better

Missing from Home – continues to increase. Referrals are being monitored and action plans are being picked up through the Erase team. D/Sgt Ian Haddick has attended team briefings within Comms.

Crime – increases in harassment.

999 calls – increasing

SNEN calls – decreasing

Response times – slight dip in May. Number of influencing factors on the availability of resources – 2 bank holidays, number of operations and leave period. Ch. Insp Long is looking at resourcing in Comms on a bank holiday to see if this can be increased to support the front line.

Sickness – increasing for both officers and staff

Mr Ridley reminded senior leaders to empower staff to consider processes and look to remove unnecessary tasks to assist in reducing hindrance stressors and free up time/capacity. The pressures being

placed on staff were acknowledged with record levels of turnover resulting in loss of corporate knowledge and increased training for new staff.

Ch. Supt Beddow advised that he had arranged free Lean training for all Inspectors, Business Change staff and representatives from each command to assist.

Hindrance stressors and any tangible outcomes will need to be discussed at the next Quarterly Performance Review meeting.

### **ACTION**

Standing item

5/18.5

### **COMMISSIONING BOARD AND INFORMATION MANAGEMENT BOARD UPDATE**

Mrs Ashforth outlined the key strands of the Information Management Board and provided an update as follows:-

- PND – will be uploaded by the end of the summer period. Data links to Sleuth are being considered
  - GDPR – work is being scoped by ICT to see if technology can support the requirements to profile and map all data. An 18 month implementation plan, including the decommissioning of legacy systems has been drawn up. All staff are required to complete an NCALT training package on GDPR by the end of July, 2018, this will be tracked and refreshed annually.
- Mrs Tait advised that the ICO requires the appointment of a DPO within a combined legal service team. This will be looked at in more detail.

Supt Blackwell reported on the investment of £400,000 to support the ICT and Business Change restructure creating capacity and capability within the command to deal more effectively with the demands from the business. A Commissioning Board has been set up which will act as the enabling board.

## **ACTION**

Standing item

### 5/18.6 **EQUALITY AND DIVERSITY UPDATE**

Mr Ridley gave a presentation on the National Police Chief's Council workforce action plan. An assessment of the forces current position had taken place and actions identified.

## **ACTION**

Details to be shared with Supt Curtis and Mrs Bell

### 5/18.7 **EXCEPTION REPORTS (INC. AFE UPDATE) TO INCLUDE GOOD NEWS AND ANY OTHER BUSINESS**

- Supt's Ward and Cuozzo and Ch Insp Bickford have been tasked with addressing the custody resilience issues.
- The 'Night Detective' on-call rota will be implemented on 1<sup>st</sup> September 2018
- Increased use of MATAC
- WAN – appreciation to the ICT staff who worked throughout to support the recent moves
- Congratulations to Ms Mel Elliott who has been successful in the recent Unison Northern Region Police and Justice Service Group Election.

## **ACTION**

Standing item

### 5/18.8 **TEAM DURHAM BRIEF**

There were no items identified.

## **ACTION**

Standing Item

5/18.9

**DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 10<sup>th</sup> July 2018 at 9 a.m.  
Items for the agenda to be forwarded to the Strategic Planning  
Manager by no later than 29<sup>th</sup> June, 2018.