

FORCE LEADERSHIP GROUP
MINUTES OF MEETING
HELD ON 11TH FEBRUARY 2020

OPEN SESSION

02/20 .0 **ATTENDANCE**

Mrs J Farrell	Chief Constable
Mr D Orford	Deputy Chief Constable
Mr G Ridley	Assistant Chief Officer
C/Supt A Green	Safeguarding Neighbourhood
D Supt D Ashton	Safeguarding Neighbourhood
Supt C Williamson	CDSOU
D/Supt K Weir	Crime, Justice & Response
T D Supt P Gray	Crime, Justice & Response
DCI L Gosling	Crime, Justice & Response
Mrs S Urwin	Crime, Justice & Response
Mrs G Routledge	Tasking & Co-ordination
Supt M Bird	Tasking & Co-ordination
Mrs A Gardiner	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
C/Supt J Blackwell	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
Sgt A Jackson	Federation
Mr D McGinnes	Unison

The following were present for item 02/20.2

Dr L Graham
Dr S Gracey

Also present as a observers were:-

Mr L Cammock	People Services
Mr M Campbell	Support Services
A/DI P Lonsdale	Safeguarding Neighbourhood
PC C Burn	Safeguarding Neighbourhood
PC C Fairbairn	Safeguarding Neighbourhood
Mrs G Morris	Business Innovation & Development
Ms A Boyd	Guest of Adrian Gatrill

APOLOGIES FOR ABSENCE

Mr J Ward	Temp Assistant Chief Constable
Supt R Allen	Safeguarding Neighbourhood
Mrs C Jackson	Support Services
Mrs S Keveney	People Services
Mr R Collins	Unison

02/20.1

MINUTES AND ACTIONS OF MEETING HELD ON 14.01.20

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

- **Fraud Policy**
The policy, which complies with all guidance was agreed.
- **Process to provide assurance around the timeliness of RSO visits**
Ch Supt Green explained that work had been carried out with Dr Hill to produce some policy decisions using ARMS which is the preferred Assessment tool across forces. Factors to reduce, monitor, regrade, or in line with Human Rights, remove RSOs has been looked at. The policy will be discussed with the Executive at a future meeting (Monday Morning).

02/20.2

LEADERSHIP ACADEMY

Drs Graham and Gracey discussed the initial feedback received from the first 2 cohorts all of which was positive. It was confirmed that all

attendees leave the course with a Personal Development Plan with short, medium and long term actions which are bespoke to the individuals and monitored at the 3 month stage.

More detail was given regarding the course content for Engagement and the mechanisms of the workshop.

The following challenges were identified:-

- Attendees
- Transfer of knowledge to internal trainers
- In house capability
- Delivery to other forces

Mrs Farrell asked for assurances that the right people were on the course and that Commanders were sighted on attendance. Future lists will be circulated with the process of nominating staff for future courses.

02/20.3 **YEAR OF QUALITY**

Mrs Edgar talked through the proposed improvement plan and requested that members support the force by taking opportunities to promote the plan.

The Top 5 issues will be pulled together to “operationalise” quality and to enable conversations.

The next step will be to take these to SLT meetings in the spring.

02/20.4 **PLAN ON A PAGE**

Heat Map Assessment

Information Management

- Other than 02/20.3 there was no further update.

Our Stuff (Estate and Fleet

- There was no update other than that captured in Value for Money (below)

Value for Money

- The biggest risk was identified as People, HR and the capacity to deal with everything that is going on.
- Overtime remains overspent and although we have more officers and staff pro rata to other forces it remains higher.
- Medical retirements are double pro rata to other forces.
- Although the average number of sickness days per occurrence for Psychological Disorders remains static, the number of occurrences is going up for both Staff and Officers.
- Measurement of Presenteeism/Leavism (using leave rather than taking sickness) is to be explored
- Recruitment will need to be prioritised
- The uptake of interest free loans remains low. Police Mutual Research has produced a typical profile, targeting was suggested.
- Fleet Accidents remain a concern.
- Members were encouraged to be mindful of collaboration, both on-going and future opportunities.

ACTION **Observations requested on the Heat Map update style (all members).**

Performance Update

- No update was given

02/20.5

BETTER CASE FILE PROGRESSION

Mrs Urwin talked through Better Case Management in Crown Court and the expectations of the Durham Crown Court Judge to ensure hearings are effective and outcomes are received at the first hearing.

A briefing has been prepared and will be disseminated to all Supervisors and Managers.

02/20.6 **STANDARDS AND VISIBILITY**

To be remitted to the next Force Threat and Risk Meeting.

02/20.7 **EXCEPTION REPORTING**

- Sgt Jackson updated that the 7 point plan in relation to assaults is to be reviewed in line with the New Assault on Emergency Services Staff. The new plan will have 8 points and will include police staff.
- Sgt Jackson informed the group that the Bravery Awards are to be held on 16th July 2020 and encouraged further submissions.
- Ms Tait reported on staffing and recruiting for the team and evaluation of the collaborative services

02/20.8 **TEAM DURHAM BRIEF**

The following briefing items were identified:-

- Supportive Leadership
- Data Quality
- Evolve

ACTION

Standing Item

02/20.9 **DATE AND TIME OF NEXT MEETING**

The next FLG meeting will be held on Tuesday 10th March 2020 at 9 a.m. Items for the agenda to be forwarded to the Strategic Manager by no later than 20th February 2020.