

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 11/11/21

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Crime and Operations), Assistant Chief Constable (Local Policing), Assistant Chief Officer (Resources), Force Head of Corporate Development, Force Head of Finance and Business Services, Force Business Services Manager, Police and Crime Commissioner (PCC), OPCC Chief Executive, OPCC Chief Finance Officer, OPCC Head of Assurance and Statutory Duties.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting held face-to-face at Melton. PCC Evison chaired meeting, thanked ACC (Crime and Operations) for his work in Humberside Police and wished him well in new role as Staffordshire Chief Constable.			
2	Action Schedule Updates	Discussion of Estates Strategy already presented at one-to-one with ACO (Resources). Other issues covered in agenda or via 1-2-1 Meetings.			
Inspections, Audits and Reviews					
3a	HMICFRS Update (Her Majesty's Inspectorate of Constabulary)	DCC updated and outlined forthcoming meeting to discuss HMICFRS progress with PCC. First stage mock inspection undertaken, comprehensive action plan in place. Next step Lancashire peer visit mid-January 2022. Outstanding actions – 23 remaining, best position of all forces nationally. PEEL inspection process nationally agreed and some thematics won't feature in PEEL, although elements still looked at. PCC stated need to ensure briefing leading up to PEEL, to enable scrutiny/support. PCC was assured that Force also considered other force inspection outcomes.	Future Accountability Board papers to build picture leading up to full PEEL inspection, to ensure PCC briefed and able to scrutinise and support. Updates at 1-2-1 meetings on HMICFRS lead areas as relevant.	DCC All Chief Officers	January 2022 and ongoing January 2022 and ongoing
3b	End of Year Assessment	CC presented Force End of Year Assessment, outlining Force achievements in relation to Plan on a Page. PCC congratulated Force and asked about publication. CC stated all officers/staff seen it. Available for public now.	Publish Force End of Year Assessment.	CC	November 2021
3c	Force Management Statement (FMS) – executive summary	DCC presented points from fourth FMS and key aspects of Force. PCC asked about call handling performance, rising 999 demand. CC stated other forces had significant abandonment rates, but Force much lower. 999 demand rising nationally, local 3% month-on-month reduction. Adult care calls rising nationally, Right Care, Right Person local approach redressing. PCC raised Serious Organised Crime (SOC) and impact of Operation Galaxy on tackling County Lines. CC stated other local, region and national work. ACC (Crime and Operations) discussed other work (e.g. Op Doon) – not just OCG (Organised Crime Group) disruption, but public health and neighbourhood policing role.	Discussion of Serious Organised Crime (SOC) and work being undertaken locally at 1-2-1 Assurance Meetings. Briefing for PCC around Force Management Statement (FMS) including pinch-points, where resources placed and how used to inform policing.	ACC (Crime and Operations) DCC	November 2021 and ongoing January 2022

		<p>PCC and asked about areas HMICFRS focus in FMS around outcomes. OPCC Chief Executive stated need to understand how FMS informs policing.</p> <p>ACO (Resources) outlined link to uplift programme.</p>			
3d	Property Services	<p>Force Business Services Manager and OPCC Head of Assurance provided joint update. Detailed discussion for fuller understanding of property services issues and future, linked to Joint Code of Corporate Governance.</p> <p>Outlined need to: (1) develop common understanding of property issues, (2) develop internal/external publicity for public confidence, (3) achieve greater social value, (4) create understanding of funding/budget, and (5) develop Force/OPCC approach that demonstrates innovation and public benefit. PCC stated good starting point. Force Business Services Manager outlined progress so far, where we're at, next steps. Charity donation approach improving and process selling of bicycles through local agreement brings funds to OPCC for good causes. Auction process discussed – further info to 1-2-1 Assurance Meetings.</p> <p>Disposal of drugs – now through green incinerator at lower cost. Firearms/weapons disposal – now locally at zero cost. Cash movements – to be addressed through single cash courier system.</p> <p>Request for support to purchase bike shelters, cash courier service and further drugs storage. ACC (Crime and Operations) stated Force decision.</p> <p>Several areas of legislation discussed, including: (1) Proceeds of Crime Act (POCA) – OPCC Chief Executive stated need to discuss how monitored and accounted for. CC stated some OPCCs use for third-sector funding, but do not fund Community Safety Partnerships (CSPs) in same way. CC wished to retain POCA for operational use. PCC requested line of sight over funding spend and community benefit, (2) Section 27 Misuse of Drugs Act – already 50:50 split. Force has reported back on uses. OPCC working on allocation, (3) Section 143 Powers of Criminal Courts Sentencing Act – OPCC Head of Assurance stated need to research level of funds. ACC (Crime and Operations) felt need for further understanding of its use.</p> <p>CC discussed public trust/confidence and how to ensure neighbourhood policing. PCC stated public perception confidence gap, need to focus on people we meet day-to-day and general population.</p>	<p>Auction issues to be discussed at 1-2-1 Assurance Meeting.</p> <p>Requests for support around bike shelters, cash courier services and drugs storage to be determined via mid-year finance review.</p> <p>s.143 Powers of Criminal Courts Sentencing Act fund to be researched further.</p> <p>Proceeds of Crime Act (POCA) report outlining funds spent and community benefits.</p> <p>Consideration of how the Force and OPCC raise public trust and confidence through the outcomes of property services work.</p>	<p>ACO (Resources)</p> <p>ACO (Resources) and OPCC Chief Finance Officer</p> <p>ACC (Crime and Operations)</p> <p>CC</p> <p>CC/PCC</p>	<p>January 2022</p> <p>December 2021</p> <p>January 2022</p> <p>January 2022</p> <p>January 2022</p>

Collaboration and Partnerships					
4	Regional Scientific Support Service (RSSS)	<p>PCC stated recent visit to RSSS – content with service and techniques.</p> <p>ACC (Crime and Operations) updated and would be reporting back on each regional collaboration in future to ensure oversight and value for money. OPCC Chief Executive requested usage of service information in future.</p> <p>Discussion around ‘spikings’ and toxicology reporting time – work being undertaken to improve this. Discussed RSS funding – currently c. £4.1m pa for Force, who have suppressed increases so far due to proactive drugs work, drink/drug detection, sexual offences focus, more officers and proactive operations inc. Op Galaxy. Force driven most of demand rise.</p> <p>Issue with re-charging of regional estate being considered. Digital forensics left to individual forces. Inspectorate body recently visited Force – will present pre-inspection findings, formal inspection Feb/Mar 22.</p> <p>PCC raised collaboration expansion to N/Yorkshire and awareness of issues.</p>	<p>Outline wider reporting information at 1-2-1 Assurance Meetings.</p> <p>Local RSSS representative to attend a future 1-2-1 meeting.</p> <p>Further consideration of Digital Forensic Unit (DFU) and demand.</p> <p>Report to next meeting on Regional Organised Crime Unit (ROCU), including detail around Cyber Vans.</p>	<p>ACC (Crime and Operations)</p> <p>ACC (Crime and Policing)</p> <p>ACC (Crime and Local Policing)</p> <p>ACC (Crime and Local Policing)</p>	<p>January 2022 and ongoing</p> <p>TBA</p> <p>TBA</p> <p>January 2022</p>
Risks					
5	Force Strategic Risk Register – full risk register	<p>DCC discussed full register. Two issues: (1) BMW engines – testing vehicles/mitigating risk, (2) Emergency Services Network (ESN)/Airwave – no immediate risk, due to go-live 4-5 years’ time. CC stated current system ‘end-of-life’ with potential significant pressures. Predictions in Medium-Term Resource Strategy (MTRS). OPCC Chief Executive raised need to update some risk information, and if Finance and Health & Safety Risks required change. ACO (Resources) revisiting following Health and Safety Executive (HSE) visit. CC stated significant financial risk around PCSO numbers and financial/pay settlement pressures.</p>			
People					
6	People Services Update	<p>ACO (Resources) updated.</p> <p>Police Officers: > 2,100 officers and 2,200 in future.</p> <p>CC stated national recruitment approach meant many training for significant period but unavailable for patrol, so not included in minimum staffing. ACO (Resources) discussed evidence-base.</p> <p>PCSOs: CC cautious around savings. PCC raised question over numbers, need to understand. ACO (Resources) stated S/Bank recruitment and transferee focus. CC stated no further PCSO intake until finances more certain.</p> <p>Police Staff: cautious approach, 1,210 at present.</p>	<p>Develop publicity around significant rise in officer numbers at 2,200.</p> <p>Future report to include issues/details around PEQF/PCDA approaches and impact on minimum staffing levels.</p> <p>Future report to include increase in hours by Special Constables in last three years and contribution to patrol.</p>	<p>OPCC Chief Executive</p> <p>ACO (Resources)</p> <p>ACO (Resources)</p>	<p>TBA</p> <p>January 2022</p> <p>January 2022</p>

		<p>Apprenticeships: greater future claims as police officer intake rises. PCC asked about levy usage. ACO (Resources) stated levy exhausted once police officers in place. OPCC Chief Executive stated need consider all options.</p> <p>Kickstart scheme: providing opportunities to young people.</p> <p>Special Constables: ACC (Local Policing) updated. PCC asked for three-year rolling data. CC stated it would be static. Challenge around uplift size and training demand, impacting ability to recruit/train Specials and further training facilities investment. PCC requested details of increased hours on patrol. ACC (Local Policing) discussed work with Hull University.</p> <p>PCC asked about use of volunteers. CC stated example of being utilised to undertake public satisfaction survey.</p>	PCC to visit Cadets and look at their training.	ACO (Resources)	Arranged
Finance					
7	Mid-Year Financial Review	<p>ACO (Resources) provided update, covered pressures, and predicted underspend around £5m. Issues include additional income, ill-health awards, less Humber Bridge travel, and National Police Air Service (NPAS) reductions creating greater Force savings than expected. Savings from delays in transferee recruitment, PCSOs, and police staff due to redeployment. Pressures from business cases, RSSS, legal costs, Special Operations Unit (SOU) overtime, firearms training, and additional Force Control Room Covid-19 requirements.</p> <p>Reserves – earmarked reserves on track. Capital – no issues. Savings – on target with £1.694m. Drugs Misuse Fund – Force spend outlined.</p> <p>PCC discussed position on reserves and need to go back to Police and Crime Panel. PCC expressed view on continued underspend, that it was taxpayer money, expectation of bids to use reserves in-year, precept to be spent in-year and to produce tangible benefits.</p> <p>CC outlined £500k recurring revenue savings and being prudent. ACO (Resources) outlined IT underspend through out-of-court settlement, Force only half-way through year and will provide narrative towards year-end.</p>	Proceeds of Crime Act breakdown to next meeting.	ACC (Crime and Operations)	January 2022
Current and Significant Issues: Force					
8a	VAWG	<p>ACC (Local Policing) discussed VAWG (Violence Against Women and Girls) Strategy. Seconded Inspector nationally looking at headlines: (1) pursue perpetrators, (2) safer spaces, (3) trust and confidence in policing. Outlined high-priority actions including review of cases against serving police officers – no concerns. Upcoming webinars with national expert, consideration of</p>	PCC to receive more detailed information on work undertaken.	ACC (Local Policing)	January 2022

		<p>gender-based issues, misogyny, and victim issues. PCC asked about issues in local misogyny survey. ACC (Local Policing) stated same issues nationally.</p> <p>ACC (Local Policing) outlined current work: (1) Protecting Vulnerable People (PVP), embedded night-time economy work, and developing drug/drink spiking work with partners (inc. licensing), (2) developing statement of intent with VAWG partnership – self assessment complete, (3) VAWG IAG (Independent Advisory Group) on 02/12/21, dealing with safety/public perceptions, (4) street lighting, safe spaces, etc – different local solutions – speaking to local authorities to ensure leading on this, (5) education programmes – safer schools, etc – work in progress, (6) disproportionality in crime outcomes for women and girls – looking at bias, (7) rape outcomes – performing well compared to others, (8) local media – challenge around rapes/sexual offending numbers.</p> <p>PCC stated need to be perpetrator focused as well. Males have large role in education of peers and calling it out.</p>			
8b	National Beating Crime Plan	<p>ACC (Local Policing) provided update, including: (1) end to end plan to disrupt drugs/organised criminality – large local drugs issues, disruption in place, (2) rape reduction action plan – positive outcome rates, rates for sexual offending highest in country, (3) tackling hate crime strategy – strong outcome rates locally and scrutiny in place.</p> <p>DCC to discuss measures with OPCC Chief Executive.</p>	Discuss and agree measures around Beating Crime Plan with OPCC Chief Executive.	DCC	December 2021
8c	Humberside Police – Management of Public Complaints	<p>DCC outlined misconduct regs changes, cultural shift towards learning. Management of public complaints – Force has uplift plans for triage approach. Core performance positive, 95% of complaints within five-day period, 59% reasonable/proportionate explanation – compares well to others, triage will help. Average time to resolve complex cases 67 days. DCC covered reflective practice, organisational learning, and Black Box system.</p> <p>PCC stated need for best possible triage approach, learning from others. Reputational issue and content for team not to be within his office. OPCC Chief Executive stated clear around progress made and whether capability already existed in Force. DCC stated team already triaging several complaints and was capacity issue. CC added Force looking at local succession planning.</p>	Arrange meeting with PCC about triage plans and demonstration of Black Box system.	DCC and Head of Professional Standards	December 2021
8d	Community Speed Watch	<p>ACC (Crime and Operations) provided interim update. Cambridge Uni reviewing data – early findings show increased outcomes where tasked groups operated, lower levels of speed</p>	Update on Community Speed Watch (CSW) evaluation to 1-2-1.	ACC (Crime and Operations)	December 2021 and ongoing

	(CSW) – Evaluation	and greater productivity. PCC raised concerns around limited locations where CSW allowed as not in designated areas where Safer Roads Humber monitor.	Consider Safer Roads Humber ruling around not allowing CSW within ½ mile radius of designated areas.	ACC (Crime and Operations)	December 2021
8e	Position Statement: Safer Hull Integrated Partnership (SHIP)	ACC (Local Policing) updated on SHIP and reasons for move from Beverley Road Corridor. Merged into SHIP, following success in city centre – strategic partnership includes councillors and local MP. Tactical group in place, pushing for partnership to be more involved. Peel Street Project and other projects creating legacies. PCC stated he was developing grant pot with accountable system.			
8f	Niche RSM Implementation	ACO (Resources) provided update, broader topics to 1-2-1 meetings. Niche structured in connected way with data in one place. More stable, training is customised to roles. Technical issues being resolved. Go-live moved to 23/03/22 to cover legacy data issues.	Niche implementation to be picked up at 1-2-1 Assurance Meetings	ACO (Resources)	December 2021 and ongoing through to implementation
8g	Reduction of Serious Crime – Hot Spot Policing	DCC updated on progress, confirmed methodology with Home Office around harm-weighted score. Force has 66-89 patrol groups linked into VAWG (Violence Against Women and Girls). Governance via Victim Focused Meeting. PCC asked whether hot-spot policing focused on people and offenders. DCC stated focus concentrated on offending types in areas, particularly where VAWG identified. CC stated hot-spot policing focused on location part of Location/Offender/Victim – academically shown to reduce offending/offenders. DCC clarified focus on VAWG as per Home Office bid.			
Current and Significant Issues: OPCC					
8h	Police and Crime Plan	PCC presented recently published Police and Crime Plan.			
8i	Independent Custody Visitors	OPCC Head of Assurance briefly outline plans to reinvigorate Independent Custody Visitors (ICV) scheme, a statutory requirement. OPCC recruiting mid-Nov 21, aiming for better-resourced approach by early Feb 22.			
8j	PCC National Review Part 2	OPCC Chief Executive provided brief update on PCC National Review Part 2.			