

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 06/11/23

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Crime and Operations), Assistant Chief Officer (Resources), Force Head of Finance and Business Services, Force Head of Corporate Development, Force Performance and Demand Manager, Force Superintendent Neighbourhood Policing and Partnerships, Police and Crime Commissioner (PCC), OPCC Chief Executive, OPCC Chief Finance Officer, OPCC Head of Assurance and Statutory Duties, OPCC Assurance Officer, OPCC Contracts and Commissioning Manager, Violence Prevention Partnership Director.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting at Priory HQ Conference Room. Apologies: Assistant Chief Constable (Local Policing), Force Strategic Planning Manager.			
2	Action Schedule Updates	No updates.			
Inspections, Audits and Reviews					
3	HMICFRS Update	DCC Updated. Outlined change in grading standards and focus on quantitative data. Force preparing and tracking datasets. Vetting/misconduct inspection – recommendations in progress following failings 2-3 years ago. Improved local decision making. IT monitoring solution procured. Additional resources being developed for Anti-Corruption Unit. Joint CPS inspection – no further work – report due April 2024. Super complaint – stalking – considerable work now in place, Suzy Lamplugh Trust developing advocacy training. OPCC Chief Executive mentioned links across to OPCC work. Report due May 2024. Serious youth violence inspection (JTAI) – no major concerns, focus on Clear Hold Build and county lines. Force lead coordinating. Activism and impartiality inspection – data submitted. Custody inspection – mentioned Detention Officer vacancies – due possibly February/March 2024. Serious Organised Crime inspection – due 2024. Thematic update – progressing recommendations and considering resourcing issues. CC stated now have grip on PVP workloads and TVPs (Targeted Variable Payments) in place. Force Control Room – progressing staffing profile, people not system gap, response workloads reducing. Crime Data Integrity – area of challenge now in FCR.	Force to share super complaint action plan with OPCC Chief Executive. Supt PVP to link in with OPCC Chief Executive via Local Authority Serious Violence Co-ordinators.	DCC DCC	January 2024 January 2024
Collaboration and Partnerships					
4a	Regional Procurement Review	ACO (Resources) and OPCC Chief Executive updated. Working on COG paper and potential savings. Consideration of structure for Force and OPCC after benchmarking.	Paper to next Accountability Board following benchmarking.	ACO (Resources)	January 2024

4b	IS Collaboration	ACO (Resources) updated. Future state discovery workshop proposal due end of November 2023.	Updates to next Accountability Board.	ACO (Resources)	January 2024
4c	Regional Collaboration Update – NPAS Overview	ACC (Crime and Operations) updated. Three-year cycle in 2024. Discussed lead-force model challenge, 120 hours per month flying hours, 1940 flying hours annually. Three-year budget to be set, built on 5% reduction in flying hours. Discussed drone capability. 2022-23 exceeded allocated flying hours and no extra charges so far. 2023-24 rise in hourly rate and travel time/access issues. Discussion around future collaboration and risks. Drone technology needs investment, which NPAS has not done so far. PCC discussed fixed-wing issues and possibility of drone volunteers. Discussed need for organic drone capability and development via Rural Crime Task Force.			
Risks					
5	Force Strategic Risk Register	DCC updated. Pension fund remedy discussed – need to recalculate scheme benefits and consider liability for Force. Twelve risks on current register. Crime Data Integrity (CDI) risk updated following duplicate records reduction and RRD investment. Action plan in place. No significant changes on risk register.			
People					
6	People Services and Community Safety Update	ACO (Resources) updated. Target Operating Model (TOM) 2,222 fte. Discussed concerns around national PCDA without degree changes, which is missed opportunity and potentially more onerous. Detective position shows overshoot uplift achieved. Staff – 1,267.09 fte, actual 1215.28 fte. PCC discussed need for transparency around changes to approach for Change Programme. PCSOs – 133.49 fte and recruitment campaign in place. Specials – PCC asked if Force has confirmed what was required – DCC developing around need for more flexible approach and targeting of large local companies to enable specific recruitment profiling. Volunteers – hours increasing, new volunteers progressing. CC mentioned Force had received Inclusive Companies Top 50 Award. Discussed Talent Identification process. OPCC Chief Executive discussed improvements in update reports received and proposed move to six-monthly with verbal exceptions between with table for resourcing. ‘Our Purpose’ document discussed. OPCC Chief Executive questioned elements of the document and how to achieve buy-in, need to resonate with Force Vision for officers and staff.	Table in future update reports to show Change Programme process and impact. Future People Services Update reports to be produced every six months, with verbal exception reporting between.	ACO (Resources) ACO (Resources)	January 2024 January 2024 and ongoing
Finance					
7	Mid-Year Financial Review	Force Head of Finance and Business Services updated. Overspend of £827k predicted. Pressures of £3.647m are mainly energy costs, TVPs and RRD related. £2.8m permanent savings identified. Received £613k additional grant towards pay increases. Income table as previously requested. £120k required to find for savings target. Discussed legal	Discuss income budgets and determine options.	OPCC Chief Finance Officer and Force Head of Finance and Business	January 2024

		claims. POCA income utilisation and community project benefit from ARIS income. ACC (Crime and Operations) stated work done around how to maximise seizure opportunities and need for greater ambition. OPCC Chief Finance Officer outlined additional income and challenge around income budgets. Discussed option of increasing income budgets, e.g. mutual aid, vehicle recovery, etc as now business as usual. Need to carry out operational assessment on each area. OPCC Chief Executive questioned income table around wording to 'meet overall budget pressures', whether it needed to be utilised on specific business areas, and which require PCC decisions. Discussed community benefit projects and whether Inclusive Companies membership should be included, as well as how to be transparent around communications.	Develop narrative and positive media around community benefit projects.	Services (including CC and ACO (Resources) DCC	January 2024
Performance					
8a	CJS Data Delivery Dashboard – Performance Update	DCC updated. Previous drop off in performance following implementation of Niche, but now reporting on full months data. 12 indicators showing improvement, 5 within top position or top 10% of forces. Issues around adult rape where no suspect identified and discussed issues with CPS historically.			
8b	Urban/Rural Response Times Performance Summary	DCC updated. HMICFRS previously raised 15 minute attendance target, when other forces had 15/20 minute urban/rural split. Force now changed approach. Attendance to rural areas showing 15% improvement, but slight downward trend being looked into and identified issues in Force Control Room, attendance time, and dispatch. Now reprofiled emergency calls and consideration of assigned to arrived times. Power BI framework in place.			
8c	NHP Outcome & Performance Framework Impact Presentation	Force Superintendent Neighbourhood Policing and Partnerships updated. National Neighbourhood Policing outcome and performance framework in place locally, providing timely information. There are 7 hallmarks and 4 outcomes to engage communities. Force focused on harm reduction, engagement (via My Community Alert, Humbertalking, etc) and key enablers around community confidence and messaging. Annual engagement strategy in place and a range of problem-solving outcomes are improving albeit some inconsistencies at present. Monthly dip-sampling in place and key enablers around Beat Plans, etc. Discussed targeted activities – right place, right time, abstractions, right resources. Next steps include activity tracking, developing Power BI, knowledge hub, abstractions policies, beat plans and future links between incidents and OSARA.	Develop links into Safer Streets and evaluations and police involvement. Circulate slides.	OPCC Contracts and Commissioning Manager and Force Supt Neighbourhood Policing and Partnerships Force Supt Neighbourhood Policing and Partnerships	January 2024 January 2024

Serious Violence					
9a	VPP Update	Violence Prevention Partnerships Director updated. Three areas focused on – governance, technology and collaborative working. Information Sharing Agreement (ISA) and data ethics group in place. Opportunities in invest in technology platform rolling out across the country and feasibility work agreed. Looking now at how to build a community of analysts across the partnership whilst conscious of demands on partners and access to direct data and analysis. Discussed access to Niche data and other forces providing access to Violence Reduction Units. CSP analysts in one area of Humberside already has access to Niche, so requirement to check this. Need to look at approaches elsewhere and determine a way forward.	Consideration of approaches in other areas to data access and analysis.	VPP Director	January 2024
9b	Reduction of Serious Violence – Grip Fund and Hotspot Policing	DCC updated and discussed £30k Grip funding and outputs from November 2022 to June 2023.			
Current and Significant Issues: Force					
10a	Future of Courtland Road	ACO (Resources) updated. Initial work around overall delivery of training. Options being considered at present, including backup option at Hessle and other options longer-term. Meeting in place for discussions also with Hull University. Force looking at the mechanics of training delivery moving forwards.			
10b	TVPs Update	ACO (Resources) updated on progress with Targeted Variable Payments (TVPs) and stated proposal was for officers employed into the detective pipeline. Worked through issues with non-detective and police staff. Morale improving. Scheme will be reviewed annually.			
Current and Significant Issues: OPCC					
10c	OPCC Public Survey	OPCC Chief Executive stated that analysis was still being carried out and the results would be sent out when available.	Send out OPCC Public Survey results when available.	OPCC Chief Executive	January 2024
10d	Code of Corporate Governance Checklist Progress	OPCC Head of Assurance and Statutory Duties updated on changes to national guidance and currently ensuring local scheme meets or exceeds requirements whilst meeting our needs. Meeting arranged with Force Head of Finance and Business Services for due diligence.	Present updated Code of Corporate Governance and Financial Regulations to future Accountability Board meeting.	OPCC Chief Executive	March 2024
10e	Service User Contract Monitoring	OPCC Contracts and Commissioning Manager updated. Discussed super complaint issue and importance of Victim Services in direct referral pathways. Mentioned technology around stalking and harassment, with dedicated training for DASIT team around Hollie Guard. Emerging themes around serious violence and Victim Support highlighted complexity increasing. Vulnerability and complexity of victims are the key increasing themes. Looking at decision to increase overtime for Victim Support. Need to look at improvements in engagement and timeliness of OIC links into Victim Support.			

		<p>ACC (Crime and Operations) discussed reduction in edged weapons and perception vs. reality. OPCC Contracts and Commissioning Manager stated Victim Support were probably not getting the referrals previously. Fraud, especially against elderly is on the rise and discussed how to treat more as crimes in action.</p>			
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