

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 15/09/22

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Crime and Operations), T/Assistant Chief Constable (Local Policing), Force Head of Workforce Transformation, Force Finance Manager, Force Head of Corporate Development, Police and Crime Commissioner (PCC), OPCC Chief Executive, OPCC Chief Finance Officer, OPCC Head of Assurance and Statutory Duties, OPCC Communications Officer.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting at Melton 2 Conference Room and via Teams. Chris Philpott Assistant Chief Officer (Resources) welcomed to the meeting. Apologies: Assistant Chief Officer (Resources)			
2	Action Schedule Updates	Police and Crime Plan Measures – OPCC Chief Executive stated need for suitable reporting. Youth Offending Team (YOT) recommendations. Violence Against Women and Girls (VAWG) update provided by DCC – Force group and action plan in place. OPCC Chief Finance Officer confirmed adherence to Code of Corporate Governance. Fire Consultation indicative outcome due late October 2022. Meeting with Home Office to be confirmed.	Determine Police and Crime Plan Measures reporting outside of the Accountability Board. Recommendations to future Local Criminal Justice Board. Report to next Accountability Board and consider OPCC representation at Force meetings.	OPCC Chief Executive ACC (Crime and Operations) DCC	October 2022 TBA November 2022
Inspections, Audits and Reviews					
3a	HMICFRS Update	DCC updated. Final PEEL report due in October 2022. Draft being considered for factual accuracy. CSE thematic inspection in progress – opportunity to highlight good practice.			
3b	Custody Inspection Preparation and Op Lagos	ACC (Crime and Operations) updated. HMICFRS informed of custody refurbishment at Clough Road and mitigations in place. All existing Areas For Improvement (AFIs) from previous custody inspection confirmed dealt with. Force looking at inspection outcomes in other force areas and a peer review. Operation Lagos covers Clough Road remedial works and planned transition. Independent Custody Visitors (ICVs) informed of changes. Confirmed that remedial works are covered by the budget allocated.			

		OPCC Head of Assurance and Statutory Duties updated on discussions around Appropriate Adults on the North Bank.	Arrange meeting with Hull City Council to discuss Appropriate Adult options.	ACC (Crime and Operations) and OPCC Head of Assurance and Statutory Duties	October 2022
Collaboration and Partnerships					
4a	NPAS Update	ACC (Crime and Operations) updated. New operating model including fixed-wing introduced April 2021. Contribution of £318k from Humberside to the NE Region, which is a substantial reduction. Force getting more cost benefits since recharges, but inequalities compared to some other area. Transit times create challenges and looking at reasons for longer request times. Discussed future of NPAS following notice from West Yorkshire Combined Authority Mayor.	Consider information to share with other OPCCs in NE Region by OPCC Chief Executive.	ACC (Crime and Operations)	October 2022
4b	Regional Procurement Reviews	DCC updated. Force working on options and meeting held with Regional Procurement. Benchmarking exercise being undertaken. Business Case to chief officers by March 2023. Confirmed that Regional Stores not included in scope. OPCC Chief Executive outlined OPCC were still waiting for Regional Procurement to engage.			
4c	IS Collaboration	DCC updated. Head of IS looking at options and benchmarking, interoperability issues and understanding of technical impact assessment. Option appraisal due possibly in October 2022. Chief officers to form a position and then engage with the PCCs.			
Risks					
5	Force Strategic Risk Register	DCC updated. Risk from Connect to Niche archived. Currently transitioning custody records onto Niche. Firearms licensing mitigation in place. OPCC Chief Executive asked about timeframes. ACC (Crime and Operations) stated meeting in next week to discuss resources.			
People					
6a	People Services Update	Force Head of Workforce Transformation updated. Police Officers: Target Operating Model (TOM) 2,222. Breakdown of leavers –through entry routes, planned retirements, and transfer of South Yorkshire applicants. CC stated emerging rise in PCDA attrition rates nationally (around 16%) compared to IPLDP (9-10%). CC added Force were still over projection to meet uplift requirement. 73 student officers recently into IPLDP route. PCSOs: under-strength. OPCC Chief Executive asked about adjusting TOM. CC stated no intake or budget reduction at this	PCC to receive sufficient information on PCDA/IPLDP attrition rates to enable discussion and challenge at national level.	Force Head of Workforce Transformation	October 2022

		<p>point – focus on MTRS and impact of police staff budgets on potential financial gaps.</p> <p>Police Staff: managing resources appropriately.</p> <p>Apprenticeship: supporting – not exhausted until 2026.</p> <p>Special Constables: progressing 27 for intake of 20 this year.</p> <p>Working with Hull University and partners to achieve. Focus in 2023 on Specials recruitment.</p> <p>Discussed Positive Action – efforts consistently high and already shift in representation. Latest recruitment round 10% minority ethnic. Female leadership and black officer mentoring schemes in place.</p>	Paper for PCC to next Accountability Board covering Special Constable hours and comparisons, including per head levels and specialisms.	Force Head of Workforce Transformation	November 2022
6b	Race Action Plan (RAP)	DCC updated. Working on analysis across Force, but in good place locally. Action Plan in place. National recognition for Humberside Police.			
Finance					
7	Finance Update	<p>Martin Fox updated.</p> <p>£281k projected underspend due to software licences, IPLDP, insurance costs, and regional scientific support.</p> <p>Focus on pay awards – 5% for police officers, outstanding negotiations for police staff nationally.</p> <p>Target Operating Model (TOM) under for staff/PCSOs.</p> <p>Confident in hitting savings target.</p> <p>Proposal to put £800k back into reserves. PCC wanted to ensure understanding of precept concerns. OPCC Chief Executive discussed that ill-health retirements should be removed from base budget as previously agreed.</p> <p>PCC discussed Digital Innovation Fund and financial position. DCC stated Force had funded resources from this for issues such as predictive policing. Force Head of Corporate Development stated that workshops continued around harnessing innovation.</p> <p>PCC mentioned need to discuss welfare initiatives.</p> <p>PCC asked about NPCC contribution increase.</p> <p>OPCC Chief Executive stated that the regional budget tables should include all collaborations.</p>	<p>Discuss underspend with Regional Scientific Support Service.</p> <p>Consider removal of ill-health retirements from base budget.</p> <p>Discuss welfare initiatives outside of meeting.</p> <p>Determine level of NPCC contributions.</p> <p>Collaboration tables to include all collaborations and comparator information.</p>	<p>ACC (Crime and Operations)</p> <p>OPCC Chief Finance Officer</p> <p>PCC/CC</p> <p>Force Head of Finance and Business Services</p> <p>Force Head of Finance and Business Services</p>	<p>October 2022</p> <p>November 2022</p> <p>October 2022</p> <p>November 2022</p> <p>November 2022</p>
Performance					
8a	National Crime and Policing Measures	DCC updated.			

		PCC stated need to display the information in a simple way for all the measures, including proxy measures where necessary. Ministers likely to ask for good package. OPCC Chief Executive stated the need to access proxy measures, create narrative, and commentary for PCC to show actions taken by Force moving forward in next 3 months as per Specified Information Order requirement.	Develop template to ensure it meets requirements outlined by the OPCC and national guidance.	DCC	November 2022
8b	National Contact League Tables	ACC (Crime and Operations) updated. Sustained improvements being made, customer journey has improved, and Force has low abandonment rate. Currently considering BT release time data. Internal processes being looked at, as well as demand profile. PCC asked whether force has looked at processes in other areas. ACC (Local Policing) stated they were considering current technical issues first and analysis of drop-off rates.	Invite Police and Crime Panel to Force Control Room.	ACC (Local Policing)	November 2022
8c	CJS Delivery Data Dashboard Update	ACC (Crime and Operations) updated. Six areas of improvement outlined and four areas requiring focus. Some changes due to Niche implementation, but currently being rectified. Work underway around adult rape analysis has already seen improvements.			
Current and Significant Issues: Force					
9a	Victim Services and Niche Update	DCC updated. Considered Information Commissioners Office (ICO) and public task issues, but no definitive answer provided by ICO. Legal Services proposed consent model and National SIRO currently considering position. At present, audits are in place and Force is seeing increase in uptake of referrals to Victim Services.			
9b	Environmental Progress Towards Net-Zero	DCC updated. Force has signed up to Net Zero. ACO (Resources) currently looking at the requirements and benchmarking against others around carbon footprint. Joint review in place between Health and Safety and partnership with Fire and Rescue Service.			
Current and Significant Issues: OPCC					
9c	Policing and Crime Survey	OPCC Chief Executive updated. 1,300 responses to date and rising. PCC stated that early findings show that visibility of the PCC is rising.			
9d	Independent Custody Visitor (ICV) Update	OPCC ICV Scheme Manager updated on the ICV Scheme, and the changes made locally including new recruitment drive. Outlined governance process and electronic forms – now providing feedback to PCC and Force Custody Board.			