

## ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 29/03/23

**PRESENT:** Deputy Chief Constable, Assistant Chief Constable (Crime and Operations), Assistant Chief Constable (Local Policing), ACO (Resources), Force Head of Finance and Business Services, Force Performance and Demand Manager, Police and Crime Commissioner (PCC), OPCC Chief Executive, OPCC Deputy Chief Finance Officer, OPCC Head of Assurance and Statutory Duties, OPCC Assurance Officer, OPCC Independent Custody Visitor Scheme Manager, Chief Superintendent Wildbore, Superintendent Neighbourhood Policing and Partnerships, DCC Staff Officer.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting at Humberside Police HQ, Priory Road. <b>Apologies:</b> Chief Constable, Force Head of Corporate Development			
2	Action Schedule Updates	PCC took the Board through the Action Schedule.			
<b>Inspections, Audits and Reviews</b>					
3a	HMICFRS Update	DCC updated. Re-launch of HMIC VAWG process, so data set re-done. Force needs to improve crime data integrity and has identified key area of improvement in Force Control Room. Six-months of new training sessions rolled out and improvement noted with 100% compliance in last month on ASB audits. Discussion over N100 Rape reporting which showed adherence as poor. New action plan devised within Force Control Room and Protecting Vulnerable People (PVP). Next focus on Violence. Issues are currently discussed at monthly Victim Focus meetings and will continue to do so. PCC asked about vetting and counter corruption inspection in April. DCC stated that of 34 recommendations, two were national issues. In tackling misogyny, Force launched 'Know the Line' campaign and identified Bad Apple system as another tool to tackle issue. Custody reports are critical. Force has more frequent custody board meetings to consider performance, Power BI assists this. Force highlighted for exceptional Right Care Right Person (RCRP) work and have been asked for inputs to be pushed out nationally.	Strategic Policing Requirement (SPR) progress to next Accountability Board.	DCC	May 2023
3b	Operation Snap	ACC (Local Policing) updated. Operation Snap is national campaign surrounding public submissions of dashcam footage. Humberside went live in 2020 with no additional resources. Force seen incremental rise in submissions and increased Central Ticket Office (CTO) requirements. Force not publicised service heavily to date, but from other Forces experiences publicity drives could see five-fold increase in submissions. Scheme aimed to be incorporated into Safer Roads Humber. Four options put forward with 'Option 4' preferred. An officer will sit full-time to process, consider impact/conversion rates and NPPC compliance. This will provide evidence for best business case. OPCC Chief Executive stated dates are required for NPCC guidance and ACC (Local Policing) stated this should be happening now.	Publish data from main Operation Snap report.	ACC (Local Policing)	May 2023

<b>Collaboration and Partnerships</b>					
4a	IT Shared Service	ACO Resources updated. Governance discussed. Budget slightly reduced and virements in place – overall on budget. Recruitment doing their best to retain staff through market rate supplements. Need to get back to Target Operating Model (TOM). Cultural issues in providing independent service to both forces. Performance framework for IT is progressing well.	Discuss OPCC IT issues with IS.	ACO (Resources)	April 2023
4b	Regional Procurement Update	ACO Resources updated. Two potential models discussed around de-collaboration. Timeline needs to be developed and staffing/HR issues agreed. Proposals coming to respective OPCCs for views. Need to understand possible TUPE and exit strategies. OPCC Chief Executive confirmed potential OPCC capacity to assist Force. Need Blue Light Commercial to provide technical/legal support.	Arrange meeting between ACO (Resources) and OPCC Chief Executive	ACO (Resources)	May 2023
<b>Risks</b>					
5	Force Strategic Risk Register – by exception	DCC updated. Force satisfied mitigation of risks around firearms licensing. National shortage of general-purpose body armour and new stock can no longer be procured. PCC mentioned issues surrounding Airwave and potential legal challenge - DCC aware of issue and will update PCC should anything arise. Review, Retention and Disposal (RRD) plan in place re covert and risk elevated.			
<b>People</b>					
6a	People Services Update	ACO (Resources) updated. 2,178 police officers now in Force after a recent intake of 80. Challenge now is retention. Force looking at good practice stay interviews in other forces, e.g. GMP retained 8/10 officers. Expression of interest process has been and will continue to be used to maintain numbers with need to remain above 2,252. Force cannot deviate > 1% from this. There have been 265 applications at present – not all degree level. PCSOs new recruitment campaign in place. Police staff numbers showing more joiners than leavers. Apprentices - Force offering places to people with disabilities. Special constables - 211 application forms requested and working on media/comms especially with Hull University.	Next meeting to include council tax discount update.	ACO (Resources)	May 2023
6b	PSD Update	DCC updated. Checks still coming back from national vetting, no further updates currently.	Contact OPCC Chief Executive with updates.	Force Head of Professional Standards	April 2023
<b>Finance</b>					
7	Finance Update	Force Head of Finance and Business Services updated. Overtime still main area of overspend, but improving. OPCC Chief Executive discussed ability to vire and ensure greater usage where relevant. Underspend on IS function highlighted.	POCA update to next meeting.	ACO (Resources)	May 2023

		<p>PCC and OPCC Chief Executive stated useful to see where money spent or allocated to provide further clarity. PCC restated views on underspend, stating it would show under performance and money from precept needed to be spent in-year. DCC noted and would continue to work on this.</p> <p>Grip funding budget will be spent by year-end and confirmed this can be used for equipment. OPCC Chief Executive asked about commissioning. Chief Superintendent stated Home Office was in support.</p> <p>Discussion around why Violence Prevention Partnership (VPP) turned down a bid taken forward by COG. Now looking at future plans for hotspot areas and need to align with VPP areas.</p> <p>PCC discuss Rural Crime Teams and their request for vehicle funding.</p>			
<b>Performance</b>					
8a	VAWG	<p>VAWG Delivery Plan in place, six-monthly data required nationally to assess forces and identify good practice. No timeline at present. Force to include 12 national KPIs and several others locally, wider than mandated every six-months.</p> <p>VAWG partnership - Force looking to develop central point for information and shared definition of trauma informed, violence prevention measures and Safer Streets.</p> <p>Chief Superintendent developing strategy surrounding knowledge and skill retention.</p> <p>Internal audit will look at spiking, Domestic Violence Protection Orders (DVPOs) and Clare's Law to ensure Force compliance and generally have right approach and direction.</p>	<p>Provide updates to OPCC on VAWG progress nationally.</p> <p>Ensure fit (when timelines available) between reporting and accountability Board timelines.</p> <p>Chief Superintendent to send suggestions for internal audit planning meeting on 31/03/23.</p>	Chief Supt Wildbore	TBA
8b	FCR Call Handling	<p>ACC (Local Policing) updated. 94.3% of 999 calls answered &lt; 10 seconds and non-emergency 101 calls abandonment rate 1.8%. New staff retention is currently good, but still early stages of training. Caller satisfaction in a good position.</p> <p>Response times looked at through urban/rural split. Force has refreshed data based on population density. Some minor anomalies in areas. Only two areas are outside of &lt; 15-minute response time window – South-East Holderness and Axeholme South. Brigg becoming more active station will ensure Axeholme issue resolved.</p> <p>OPCC Chief Executive requested end-of-term report to ensure rural areas not disproportionately affected.</p>	Map covering urban/rural response for OPCC end of term report.	ACC (Local Policing)	October 2023
8c	Firearms Licensing Unit (FLU)	ACC (Crime and Operations) updated. After questions raised by Policing Minister to tighten up local scrutiny, governance has improved. Three key questions asked by Policing Minister. Now covered and information six-monthly to PCC and Policing Minister.	<p>Check report and ensure suitable for Policing Minister.</p> <p>Send report to Policing Minister. Report to future meeting.</p>	ACC (Local Policing)  OPCC Head of Assurance ACC (Local Policing)	April 2023  April 2023

		Highlighted risk around GP medical certificate delays. Also issues with vacancies awaiting vetting.			October 2023
8d	CJS Data Delivery Dashboard – Performance Update	ACC (Crime and Operations) updated. Improvements in Niche processes locally but indicators showing a deterioration nationally. HMCTS update provided on improvement in their data. Improving picture across policing and CJS. Data on adult rape suggests longer time in processing cases, but more brought to justice. DGA/DG6 significant turnaround locally. Outcomes at high levels when compared nationally.			
<b>Current and Significant Issues: Force</b>					
9a	Race Action Plan Update (RAP)	DCC updated. Work being undertaken by Positive Action officers and female development programme is very positive. 'Pushfar' scheme mentoring going well. Work ongoing in neighbourhood policing to help communicate RAP better to improve community relationships.			
9b	Op Soteria Bluestone	ACC (Local Policing) updated. Force tracking impact locally in regard to Operation and understand improvements required. New National Operating Model due July 2023 and Force Head of Crime changing in near future. Some scoping work undertaken, and Force will deliver full implementation of recommendations in next 12 months.			
9c	Royal Visit and Re-branding	ACO (Resources) updated. Both matters still ongoing. In respect of re-brand, costed delivery plan being developed and options discussed, but no decisions at this time.			
9d	Neighbourhood Policing Outcome and Performance Framework	Superintendent (Neighbourhood Policing and Partnerships) updated. Force in strong position locally and have current pilot for performance framework. Metrics in various stages of development and Power BI dashboard now set up. Force leading on National stage with ASB QA'ing strategy in place, which is part of building into organic framework. PCC asked if community response fund can help achieve targeting ASB hot spots. OPCC Chief Executive asked for work on links between this and Police and Crime Plan priorities.	Reflect on how to demonstrate impact against Police and Crime Plan.	Superintendent (Neighbourhood Policing and Partnerships)	July 2023
9e	Scunthorpe 2	ACO (Resources) updated. Services of legal specialist have been procured, awaiting 'letter to send off'. This will allow partnership framework to be drawn up. There is need for dedicated Programme Manager, which is being looked into.			
<b>Current and Significant Issues: OPCC</b>					
9f	Independent Custody Visitors (ICV) Scheme Update	ICV Scheme Manager updated on the scheme. Overall, very positive. Volunteers' feedback generally positive and officers/staff have shown great support. Discussed OPCCs latest recruitment drive and challenges surrounding the role, such as transport issues for some volunteers. OPCC recently purchased new app to help process visits, which will be implemented in coming months.			