

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 9 JULY 2020

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Communities and Partnerships), Assistant Chief Officer (Resources), Force Head of Corporate Development, Force Head of Finance and Business Services, Force Head of People Services, Police and Crime Commissioner, OPCC Chief Executive, OPCC Chief Financial Officer, OPCC Head of Assurance and Statutory Duties, OPCC Statutory Operations Manager

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting conducted via Microsoft Teams to avoid staff contact as per social isolating guidance for Covid-19. Apologies: ACC (Operations)			
2	Action Schedule Updates	14/05/20 Action Schedule agreed accurate and accepted. PCC requested learning from London Rape Review be brought back in 6 months. DCC felt this was appropriate – HMICFRS looking at rape/ serious sexual offences. Issues in Force Covid-19 Recovery Plan.	London Rape Review – Learning from actions currently being taken.	DCC	January 2021
Delivery: Plan on a Page					
3a	End-of-Year Assessment (Paper)	DCC content the assessment met Police and Crime Plan requirements. PCC commented on good solid achievements, but need for greater assessment of achievements in future reports – starting position, achievements, and difference made compared to planned (understand the ‘gaps’). Over time, this will become assessment against delivery plan, addressing issues identified by Force Management Statement (FMS). Must get hierarchy of reporting right. DCC stated this was achievable and final assessment would be ready for the Police and Crime Panel. CC added there were clear markers for where things needed to improve (e.g. ASB and workforce connecting with communities). Need to consider audience for the assessment.	Final End-of-Year Assessment to Police and Crime Panel.	DCC	October 2020
3b	Force Management Statement (FMS) (Verbal)	DCC outlined development of FMS – good barometer of Force position and need for continuous improvement. FMS ready soon for presentation to Her Majesty’s Inspectorate of Constabulary (HMICFRS) – Force now has low-level of Areas for Improvement (AFIs).	Send FMS to PCC when complete.	DCC	August 2020
Inspections, Audits and Reviews					
4b	Community Speed Watch Update (Paper)	ACC (Communities and Partnerships) stated the scheme now restarted and previously active teams contacted. Changes made following Covid-19 and risk assessments changed via Safer Roads Humber (SRH). Local scheme not yet part of nationally developing scheme (Thames Valley and Hampshire recently joined). ACC (Communities and Partnerships) confirmed guidance for volunteers had been developed following Covid-19.			

People					
5a	People Services Update (Paper)	<p>ACO (Resources) stated 58 student officers taking National Investigators Examination (NIE) in 11/2020. 1,200 applicants under Policing Education Qualifications Framework (PEQF) application process – more than via Initial Police Learning and Development Programme (IPLDP). Undertaking on-line search assessment, looking at success around positive action.</p> <p>Planned recruitment – 15 transferees in process for Roads Policing and specialist skills areas.</p> <p>PCSOs – 10 below strength at present.</p> <p>Staff – work undertaken around Target Operating Model (TOM) – around 400 out of 1,250 staff reviewed in detail – focus now by function and on operational support.</p> <p>Wellbeing Team – national Oscar Kilo Award, CC highlighted to media. OPCC Chief Executive sought clarification of routine tracking for officer intake and those falling out of the process. Force Head of People Services confirmed routine information for intakes, tracked via PEQF.</p>			
5b	Positive Action Update (Paper)	<p>DCC outlined results from Positive Action Team funding, now mainstreamed. Since report results, Force has undertaken work on diversity and Black Lives Matter – now need broader discussion. PCC stated paper did not answer expected questions and struggled to understand success mentioned in the report. Force Head of People Services outlined increased volumes and positive direction for female and BAME recruits.</p> <p>PCC needed to see more detail, analysis and output from activity undertaken by the Force and information about impact on BAME.</p> <p>CC outlined national concerns around BAME not joining police service – possible national debate around positive action and whether it works. DCC stated need to look at service provision – Force has invited communities in to improve understanding of their needs, break down barriers and gain legitimacy. Force building trust with communities, Inclusion Strategy to be built by external/internal communities.</p> <p>PCC stated need to build engagement with communities and positive discrimination would not help if people don't apply. PCC stressed importance of creating true operational priority around BAME recruitment – must be treated with high level of importance. Need to look at lessons from elsewhere and about how we can work together.</p>	<p>Greater detail to PCC around positive action work at next Assurance Meeting</p> <p>Discussion between CC/DCC/PCC around level of importance attached to BAME recruitment.</p>	<p>Force Head of People Services</p> <p>CC/DCC/PCC</p>	<p>August 2020</p> <p>August 2020</p>
Finance					
6a	Finance Update (Paper)	<p>Force Head of Finance and Business Services outlined revenue and capital position up to May 2020.</p> <p>Regional/national pressures due to Covid-19 – additional expenditure mainly PPE – outlined in Home Office returns. Covid-19 costs around £200k per month, expected to continue.</p> <p>Capital programme – no variances, looking at profiles around Melton 2 and IT projects.</p>			

		<p>Reserves – HR restructure exit costs accrued for. Reserves reduced. PCC considered:</p> <ul style="list-style-type: none"> (i) Pressures from forensic science costs – need to monitor how costs allocated across region for forensics, ROCU, etc. Force confirmed increases in forensic costs are factored in from Operation Galaxy. (ii) On call allowances – projected at £102k. ACO (Resources) stated this would be cost pressure but also some won't qualify. (iii) Home Office Covid-19 returns – need to ensure capture of savings. Force Head of Finance and Business Services confirmed this. (iv) OPCC Chief Financial Officer comments on the update – early in year, difficult to draw conclusions, nervousness around Covid-19 costs and council tax pressures due to Covid-19. 			
6b	Force Savings Programme (Paper)	<p>Force Head of Finance and Business Services discussed £10m savings target, reserves and net savings of £2.1m for current year. Earmarked reserves profiled out over five years. Progress against Medium Term Resource Strategy (MTRS) discussed and savings identified/achieved. HR decoupling still to be added, will take Force to around £1.7m against target of £2.1m this year. Mentioned risk on non-pay savings line, some related to projected IT savings as part of review being undertaken of totality of IT budget.</p> <p>PCC considered:</p> <ul style="list-style-type: none"> (i) Budget gap in 2024/25 and support from reserves of £5.8m – savings plan won't close budget gap – Force Head of Finance and Business Services stated need to consider MTRS as rolling 5 year programme and keep at 3% of net revenue budget to restore balances. (ii) Money into reserves in future years – Force Head of Finance and Business Services stated Force planned to utilise earmarked reserves over the period, but needed to hold general reserves at a certain level. (iii) Recognition of pressures coming and reserves reducing – Force Head of Finance and Business Services stated Force was moving into position of maintaining general reserve. (iv) Flexibility to deliver savings – uplift ties Force into certain numbers and impacts on ability to make in-year savings. Government approach has taken flexibility away. 	PCC to receive detailed briefing on MTRS to understand whether plans are sustainable.	OPCC Chief Financial Officer	August 2020
7c	Code of Corporate Governance	OPCC Chief Financial Officer provided update – consideration of virement limits and setting of parameters for carry forwards will be covered in updated Code of Corporate Governance.	Progress report on updated Code of Corporate Governance to future Accountability Board.	OPCC Chief Financial Officer/Force Head of Finance and Business Change/OPCC Head of Assurance and Statutory Duties	September 2020

Collaboration and Partnerships					
7a	Independent Advisory Group (IAG) Review (Paper)	ACC (Communities and Partnerships) updated on review, recently approved by Chief Officer Group (COG) – moving to implementation phase over next few months – Board in place, linking to Community Safety Unit (CSU) Review to form single conversation. IAG will be aligned to Force business. Terms of Reference being developed. IAG structure being formalised with formation of sub-groups. Looking to develop critical incident advisor networks and agendas focused on key national and local issues. Force IAG discussing Covid-19 response, proportionality, hate crime and Black Lives Matter issues at present. PCC considered: (i) Reason for different East Riding approach – ACC (Communities and Partnerships) stated East Riding using Community Advisory Group (CAG) bringing together one single IAG. (ii) Need to link across to work by DCC – importance of links to independent bodies and seamless thread across. OPCC Chief Executive noted OPCC Diversity Panel and feedback on proposed changes – aim to reduce confusion between IAG and OPCC scrutiny role, opportunity for Diversity Panel individuals to become part of new approach and Force IAG.	Further update on IAG approach, including uptake and other issues to future Accountability Board.	ACC (Communities and Partnerships)	September 2020
7b	Right Care, Right Person Briefing Paper (Paper)	ACC (Communities and Partnerships) updated - concern for welfare element live 13/06/20. Early data shows significant savings in time. Working through next phases with DCC. Phase 2 – health care establishments (end of August 2020) Phase 3 – s.136 disengagement Phase 4 – transportation of people with mental health issues Keeping PCC up to date via Assurance Meetings. PCC asked how Force was accounting for efficiencies. Force Head of Corporate Development stated they were identifying cashable and non-cashable efficiencies via automated approach.			
Risks					
8	Force Strategic Risk Register – 6 Month Full Update (Paper)	DCC presented improved document and outlined potential risk issue for Covid-19 going forward. PCC raised issue of driver training and lack of capacity to address backlogs, highlighting that plan to reduce over 3-5 years felt excessive. DCC stated this was national issue and Covid-19 had also impacted. ACC (Communities and Partnerships) outlined operational impact on response times and falls in demand.	Provide PCC with uplift and workforce flow information around driver training and operational impact via Assurance Meeting.	ACO (Resources)	August 2020
Current and Significant Issues: Force					
9a	Update on Covid-19 Recovery Planning Process (Paper)	DCC provided update and stated Force maintaining agile position where possible. Sickness levels and Covid-19 numbers reduced. Discussed potential second wave – current strategy working and will be maintained. Costs around £800k for Force so far.	Provide PCC with details of local economic impact of Covid-19.	CC	July 2020

9b	Crime Data Integrity Update (Verbal)	DCC provided update and stated Force Crime and Incident Registrar currently looking at stalking and harassment, Multi-Agency Safeguarding Hub (MASH) and Anti-Social Behaviour (ASB) data. Current auditing highlights large upward movement from 85.7% to 91.7% crime data integrity compliance. Compliance for sexual offences at 94.4% and rising.			
9c	Smart Contact (Verbal)	ACO Shackleton – no further issues, discussed at PCC briefing.			
9d	Black Lives Matter – Force Learning around Diversity (Verbal)	DCC provided update and outlined forthcoming event at Queens Gardens, Hull where 1,000 people expected. Chief Superintendent North Bank dealing with this.			
Current and Significant Issues: OPCC					
9e	Complaints Review Function Update (Paper)	OPCC Statutory Operations Manager provided update on review findings and identified issues with complaint handling. OPCC has held conversations with Force Professional Standards Department (PSD) and positive changes made to realign processes. Likely to be further upheld reviews in short-term, but should reduce in time. Outlined role of OPCC to ensure outcome is reasonable and proportionate. OPCC Statutory Operations Manager prepared mapping diagram for process and requested Force to develop similar. OPCC Chief Executive stated need to ensure Force was following due process. DCC had been in discussions around highlighted issues and PSD were making changes.	Regular updates to be provided to the Accountability Board.	OPCC Statutory Operations Manager	September 2020
9f	Review of OPCC Scrutiny Arrangements – Progress Report (Paper)	OPCC Head of Assurance and Statutory Operations provided update on progress with review of scrutiny. General strategic direction was outlined, following up with more detailed consultation and discussions with Force, partners and others. General structure was agreed.	Undertake discussions with Force representatives around structure and direction, to inform final proposal.	OPCC Head of Assurance and Statutory Operations	August 2020
9g	Safer Streets Fund (Verbal)	OPCC Chief Executive outlined no update at present, still awaiting announcement. Expected mid-July 2020.			
9h	Youth Endowment Fund (Verbal)	OPCC Chief Executive outlined unsuccessful bit. Now looking at other methods of funding Not In Our Community (NIOC).			
9i	MoJ Victims Fund (Verbal)	OPCC Chief Executive outlined £315k extra investment from MoJ Victims Fund to support domestic abuse/sexual abuse victims, funds already distributed. Further £105k for Independent Sexual Violence Advisors (ISVAs) in coming weeks.			
9j	Other Issues (Verbal)	OPCC Chief Executive outlined development of Revolving Doors project was ongoing, stalled due to Covid-19.	Update on Revolving Doors to next meeting of Accountability Board.	OPCC Chief Executive	September 2020