

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 14 MAY 2020

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Operations), Assistant Chief Constable (Communities and Partnerships), Assistant Chief Officer (Resources), Force Head of Corporate Development, Police and Crime Commissioner, OPCC Chief Executive, OPCC Chief Financial Officer, OPCC Assurance Manager, 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 from Force Head of Finance and Business Services.			
2	Action Schedule Updates	18/03/20 Action Schedule accurate and accepted.	PCC to receive retail theft information.	DCC	May 2020
Delivery: Plan on a Page					
3a	Force End-of-Year Assessment (verbal)	DCC updated on completion of Force Management Statement (FMS) leading to End-of-Year Assessment to Chief Officers and PCC by June 2020 – headlines from Force Plan-on-a-Page. Force Head of Corporate Development working with OPCC Assurance Manager on 'Our Journey So Far' for read-across. FMS compliant with HMICFRS guidance and will be submitted. DCC updated crime and outcomes picture – crime down 3%, further work on outcomes through better housekeeping, community resolutions, etc. Outlined Business Intelligence (BI) developments and PCC Dashboard launch. CC discussed Plan-on-a-Page refresh – key activities have progressed. Refresh to reflect core aspects of policing and tone.	Force End-of-Year Assessment to next meeting.	DCC	July 2020
3b	National Policing Board (NPB) (verbal)	DCC updated on outcome-based approach – aware Force not capturing all proposed requirements, but will be ahead when it arrives. Home Office still agreeing elements. Nationally, need to ensure NPB not perceived as London/South East centric. PCC stated need to take cognisance of NPB and National Outcomes Dashboard (NOD), and taking account of this locally, constantly refining what the Force collects and factoring in a local approach. National proposed approaches will impact public confidence. Need to consider how FMS will shape around this. DCC discussed role of Community Safety Partnerships (CSPs) in understanding outcomes and provision of services.			
Inspections, Audits and Reviews					
4b	Community Speed Watch Update (verbal)	ACC Operations outlined scheme not currently operating due to Covid-19 restrictions. CSW Co-ordinator currently being employed within Roads Policing function undertaking other tasks.			

People					
5a	People Services Update (paper)	<p>ACO (Resources) discussed work around positive action now mainstreamed within the Force. Volumes have changed significantly following PCC funding.</p> <p>ACO (Resources) stated that due to Covid-19, there was no IPLDP+ (Initial Police Learning and Development Programme) prior to PEQF (Police Education Qualifications Framework). Emergency training via IPLDP would remain prior to PEQF. Uplift requirements have been achieved at this point in time for police officer numbers.</p> <p>PCSOs (Police Community Support Officers): differences in numbers North/South Bank, recent transferees on South Bank. Consider what uplift will mean.</p> <p>Police Staff: discussion around need for figure of 1,100 staff.</p> <p>Apprenticeships: currently behind. Issue raised whether nationally any scope for apprenticeship levy 'holiday' due to Covid-19. PCC to raise with Policing Minister.</p>	<p>Paper to future meeting covering the work around positive action.</p> <p>PCC briefing on staffing figures.</p> <p>Briefing note for PCC on apprenticeship levy 'holiday' to raise with Policing Minister.</p>	<p>Head of People Services</p> <p>ACO (Resources)</p> <p>ACO (Resources)</p>	<p>July 2020</p> <p>End of May 2020</p> <p>End of May 2020</p>
Finance					
6a	Finance Update (paper)	<p>ACO (Resources) highlighted £2.25m underspend and HR budget following decoupling. Force now got grip on overtime and hit savings target. Discussed capital programme – Melton 2 progressing, Scunthorpe to resolve. PCC asked about discussions with local authority.</p> <p>Smart Contact delays and mobile solution roll-out discussed.</p> <p>Reserves noted.</p> <p>Discussion of requests for reserves to carry forward, including creation of bespoke £618k earmarked Covid-19 reserve and assurance around driver trainers.</p> <p>Agreed c/fwd of £105k for driver training. Deferred Corporate Development request – PCC requested separate briefing.</p> <p>PCC highlighted delivery against efficiencies and thanked Force for healthy picture/improved understanding of financial pressures.</p> <p>ACO (Resources) discussed Digital Innovation Fund – separate elements brought together to understand additional capability.</p>	<p>Chronological briefing for PCC in respect of Scunthorpe Police Station to enable decision.</p> <p>Briefing to PCC around history and current position for driver training.</p> <p>Briefing to PCC around clarity for Corporate Development reserve requirement.</p>	<p>ACO (Resources)</p> <p>ACO (Resources)</p> <p>ACO (Resources)</p>	<p>End of May 2020</p> <p>June 2020</p> <p>June 2020</p>

		<p>No issues raised for other carry forward requirements.</p> <p>OPCC Chief Financial Officer provided assurance around current position, highlighting savings delivered and analysis. Debate around carry forward/capital programme slippage.</p> <p>OPCC Chief Executive raised holding of posts for financial investigative capacity in Force. ACC (Operations) stated need to expedite posts. PCC stated agreed course of action/funding and lack of leadership around implementation. DCC accepted slippage and would ensure funds used for delivery.</p> <p>PCC requested assurance for Covid-19 costs and tracking of associated costs. ACO (Resources) provided assurance and wanted to understand how comfortable PCC was around purchasing of goods nationally.</p>	<p>Consider reporting levels for financial decisions.</p> <p>Provide PCC details of national purchasing issues to raise nationally.</p>	<p>OPCC Chief Financial Officer</p> <p>ACO (Resources)/PCC</p>	<p>June 2020</p> <p>May 2020</p>
Collaboration and Partnerships					
7	Independent Advisory Group (IAG) Review (paper)	<p>ACC (Communities and Partnerships) presented paper and outlined that review ran alongside Community Safety Unit (CSU) Review. Inconsistency of approach across IAGs at present. Review focused on structures, membership, alignment and how they do business. Recommendations to Chief Officer Group next week. Discussing links to OPCC Diversity Panel. Review considered thematic groups, e.g. rural, and need for critical incident advisors. Discussions held with IAG Chair. PCC outlined OPCC looking at changes to own external scrutiny.</p>	Full IAG process/structures report to next Accountability Board.	ACC (Communities and Partnerships)	July 2020
Risks					
8	Force Strategic Risk Register (by exception) (paper)	DCC updated – Covid-19 on risk register. Payroll risk removed as complete.			
Current and Significant Issues: Force					
9a	COVID-19 Lessons Learnt and Recovery (paper)	<p>DCC updated on lessons learnt – reduced sickness levels, IT, service resilience and national requirements (Operation Talla). DCC highlighted IT and leadership issues, with need to provide individuals greater skills and communications.</p> <p>Force Corporate Development working through all lessons and will report back through Recovery Co-ordination Group. Reported 132 Fixed Penalty Notices to date.</p> <p>DCC updated on Operation Galaxy – four-week proactive operation focused on visibility, serious acquisitive crime, abusive images of children and travelling criminality.</p>	OPCC Assurance Manager to attend Force Recovery Co-ordination Group.	DCC	May 2020

		PCC assured by proposals and would discuss progress regularly with the CC.			
9b	Right Care, Right Person Briefing Paper (paper)	ACC (Communities and Partnerships) stated implementation plans moved to assist partners due to Covid-19. First phase of changes commenced 13/05/20, with focus on Absence Without Leave from 06/20 and s.136 Mental Health from 08/20.	Analysis of progress to next meeting of Accountability Board.	ACC (Communities and Partnerships)	July 2020
9c	London Rape Review (paper)	ACC (Operations) presented paper, outlined significant improvements locally and need to continue direction of travel as no structured 'voice of victims' at present, with awareness this needs to be in place. Force looking at other forces and also challenges around sex workers. Force undertaking work with CPS around the challenges and learning from digital evidence. Daily scrutiny is being undertaken and rape cases are scrutinised by supervisors. Force is also looking at how reporting dynamics have changed during Covid-19 and learning from historic cases. PCC stated concern at outputs in low single-figures and need to consider how Force could upskill to achieve better outputs/outcomes. CC provided assurance that gaps being picked up accordingly.			
Current and Significant Issues: OPCC					
9d	Complaints – Phased 2 changes (verbal)	OPCC Chief Executive and OPCC Assurance Manager provided update. 15 reviews undertaken so far since 02/20. Focus around whether findings reasonable/proportionate. Early days, several recommendations made to Force for further investigation.	Full update on findings and issues to be provided to next Accountability Board.	OPCC Assurance Manager	July 2020
9e	Safer Streets Fund (verbal)	OPCC Chief Executive stated application gone in from OPCC, but no update from Home Office at minute.	Update to next meeting of the Accountability Board	OPCC Chief Executive	July 2020
9f	Revolving Doors (verbal)	OPCC Chief Executive provided update. OPCC approached to work with Revolving Doors. Relevant leads in place.	Update to next meeting of the Accountability Board.	OPCC Chief Executive	July 2020
9g	Scrutiny Update (Ethics Panel/Use of Force/Stop and Search) (verbal)	OPCC Assurance Manager provided brief update. Issues discussed at Item 7 around links across to work of IAGs. Early stages of developing changes to external scrutiny by OPCC.	Update to next meeting of the Accountability Board.	OPCC Assurance Manager	July 2020
9h	Other Issues (verbal)	OPCC Chief Executive provided brief updates on: 1. DA Campaign: 338,000 people reached via social media (283,000 in first week) – campaign to be evaluated. 2. Home Schooling: OPCC developed materials using Not In Our Community (NIOC) – positive feedback from public, 380 new visitors on first day. 3. Youth Endowment Fund Covid Response: OPCC preparing application. Force may wish also consider an application.	Updates as relevant to next meeting of the Accountability Board.	OPCC Chief Executive	July 2020