

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 10 SEPTEMBER 2020

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Communities and Partnerships), 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.

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: ACO Resources and Force Head of Corporate Development			
2	Action Schedule Updates	Outstanding actions complete. CC discussed economic update and future meeting with Local Authority Chief Executives. Outlined prospective mayoral approach – two top-tier authorities and Mayor for Greater Lincolnshire. OPCC Chief Executive noted Force Management Statement (FMS) due end of September 2020.	Share economic update discussion with PCC. Force Management Statement (FMS) to OPCC Chief Executive.	CC DCC	End of September 2020 End of September 2020
Delivery: Plan on a Page					
3	Corporate Planning Framework	DCC presented Force Corporate Planning Framework covering remainder of 2020-21. Force will develop clearer model with PCC/CC. Annual End of Year Assessment delivered. Speaking to whole Force for full organisational understanding of refreshed Plan on a Page. PCC stated discussions with CC around strategic planning. Pleased with progress made and HMICFRS understanding of this.			
Inspections, Audits and Reviews					
4a	Community Speed Watch Update	ACC (Operations) updated on work of CSW scheme and by the co-ordinator. CSW now 12-months in, 28 teams trained and over 300 volunteers. Post Covid-19, scheme has 15 teams currently running, with significant result in August 2020. Issues in early stages have been resolved and integrated into day-to-day business. PCC stated potential to take this further, boost volunteer involvement and engage with other aspects of community safety in future.	Letter of thanks and support to CSW Co-ordinator.	ACC (Operations) and PCC	End of September 2020
4b	Criminal Justice Unit Review	ACC (Operations) updated on review of how Force delivers justice for victims. Review in design-phase and staff engaged. Issues with quality and timeliness present significant challenge with new officers; disclosure and digital evidence complicate this. Need specialist approach to criminal justice, with leaner model closer to front-line. Opportunity to consider pre-charge issues and support to victims for early outcomes, new technologies, proportionate disclosure approach and higher skill levels. Phase 2 will consider process automation, dealing with partners and utilisation of younger workforce. Discussions with Crown Prosecution Service (CPS) for pre-charge model investment and potential efficiencies. PCC stated review wider than Criminal Justice Unit, looking at whole process. Pleased to see CPS involved as key customer. PCC interested in this review as key enabler for National Outcomes	Link across to OPCC (Head of Communities) to ensure knowledge fed into the review. Update on progress via one-to-one Assurance Meetings.	ACC (Operations) ACC (Operations)	End of September 2020 October 2020 onwards

		Framework. Need to ensure involvement of OPCC, particularly work on Victim Code of Practice (VCOP).			
4c	Digital Forensic Unit Review	ACC (Operations) updated on increasingly complex demand. Unit had committed people with excellent skills. Aim is to professionalise and future-proof a unit that handles complex issues. Focus on triage, examination of exhibits and training. Also consideration of local accreditation and how to share good practice and procedures. CC stated this was a significant review that will create additional costs and need for accreditation. Staff are being listened to. PCC fed back that the report for this and Criminal Justice Review were concise and well-constructed. He would ensure continued focus.	ACC (Operations) to provide greater detail and progress at one-to-one Assurance Meetings. Positive feedback on change process to the Force Change Team.	ACC (Operations) ACC (Operations) and PCC	October 2020 onwards End of September 2020
4d	HMICFRS Update	DCC updated that Force Strategic Planning Manager and the team had a positive working relationship with Her Majesty's Inspectorate of Constabulary (HMICFRS) and a clear system where Force is positioned. HMICFRS has complimented the improvement tracker. Outstanding recommendations for Stop & Search are complete, and working through national thematic recommendations by late October/Early November 2020. CC discussed criteria for 'outstanding', mindset and approach.	Provide Force with OPCC evidence for Covid-19 inspection.	Head of Assurance and Statutory Duties	Mid-September 2020
People					
5	People Services Update	Head of People Services provided a resourcing overview. <u>Officers</u> : now over 2,000 police officers. Planned 2,026 officers by March 2020. PCC requested media publicity around the increase. 60 IPLDP (Initial Police Learning and Development Programme) in November 2020, then PCDA (Police Constable Degree Apprenticeship) process. Latest recruitment round show 200 applicants to assessment centre – one of highest completion rates, with 116 passed. Healthy position for recruitment of police officers and uplift requirement. OPCC Chief Executive asked about how many were waiting to join from previous rounds. Head of People Services stated 36 and that they would have a timeline for planning. Confirmed no date for next recruitment drive at present and the need to build Positive Action work for potential drive early in new financial year. Force has stepped up work around diversity, with greater focus of next campaign around BAME community, working with Community Cohesion Officers on a longer-term approach. <u>PSCOs</u> : no planned intakes. <u>Police Staff</u> : looking at identification of efficiencies through planned organisational reviews. <u>Apprenticeships</u> : PCDA apprenticeships in March 2021. <u>Other</u> : latest Government opportunities are being explored. PCC stated he had conversations with the Head of People Services outside of the meeting to keep updated and he was looking closely at	Publicity around headline 2,000 police officers and officers going into neighbourhood policing and rural task force.	PCC, CC and Force/OPCC Comms.	Mid-September 2020

		Positive Action approach. Need to keep trying different approaches and good practice. CC updated on 14 unallocated officer posts from the recent 97 uplift. These will create a Community Cohesion Officer in HR around Positive Action (national good practice), additional community beat managers on the North and South Bank, Rural Task Force (based at Driffield).			
Finance					
6a	Finance Update	Head of Finance provided update on in-year pressures. Covid-19 costs to date are £334k, not including claim to Home Office for £292k (PPE) - costs significant and rising. Additional variances outlines – Covid-19, Operation Ardlle (funded via PCC around licensed premises and preventing public disorder), forensics, and legal services pressures. Minor pressures – financial investigation income (£50k under), My Community Alert from performance fund this year, and rise in fleet insurance premiums. Savings – noted £1.7m of savings target already identified. Capital – funding from within capital programmes for Grimsby Phase 2 – resource identified to progress this. PCC stated positive picture. OPCC Chief Financial Officer discussed the need to quantify savings around people and IS in-year and work through to reserves, but overall positive picture. Deeper-dive as part of mid-year review. PCC stated positive picture and need to separate out operational overspends to ensure operational flexibility.	Mid-year review outcome to next meeting.	OPCC Chief Financial Officer	November 2020
6b	Code of Corporate Governance Update	OPCC Chief Financial Officer held initial meeting with OPCC Head of Assurance and Statutory Duties around the front-end framework. Working through financial elements of the framework with draft for circulation by late September 2020. PCC stated that once re-written, need to look at how we ensure we are doing what is set out in the Code.	Draft Code of Corporate Governance to disseminate for comments.	OPCC Chief Financial Officer	End of September 2020
Collaboration and Partnerships					
7	Right Care, Right Person Briefing Paper	ACC (Communities and Partnerships) updated on progress. Phase 1 running since 13/05/20 – over 3,000 incidents since, 1,700 less attended. Re-invested into Operations Galaxy and Ardlle and supported virtual courts. Phase 2 went live 01/09/20, 44% reduction in incidents attended and results analysis being undertaken. Clinical Commissioning Group (CCG) working with Force. Phase 2 went live Phase 3 will go-live mid-November 2020 – cultural change around s.136 and voluntary mental health patients – all staff to be briefed and tactical advisers to be placed in Force Control Room. Phase 4 follows shortly afterwards. PCC stated clear and positive update. Need to ensure illustration and use of efficiency savings. Alert PCC to any issues from partners.	Alert PCC to any issues from partners as Right Care, Right Person progresses.	ACC (Communities and Partnerships)	Between now and November 2020

		CC explained some of the practical changes around the Right Care, Right Person approach, and statutory obligations on partner organisations.			
Risks					
8	Force Strategic Risk Register Update (Exceptions)	DCC updated on Information Compliance Unit (ICU) effectiveness and confidence in current management. New system now in place and outdated working practices being reviewed to look at innovative IT solutions and automation. Data quality and data migration issues will feature as part of the discussions. Force is now one of best for Freedom of Information (FOI) requests. Police National Database (PND) risk now national issue. DCC stated that both risks will be removed from the Risk Register.	Detail around Information Compliance Unit (ICU) effectiveness for PCC to discuss with Police and Crime Panel.	DCC	October 2020
Current and Significant Issues: Force					
9a (i)	London Rape Review Update	ACC (Operations) stated that analysis had been undertaken and discussions around level of service provided to victims around contact, suspect management and disengagement. Action Plan in place for over 6 months with new DCI taking on this along with OPCC involvement. Several strands to the Action Plan: trauma/engagement, outcome rates (especially disengagement), timelines, evidential challenges, understanding of victim demographics and offending patterns. Recent work both locally and with Nottinghamshire around qualitative information supported through Blue Door. Force rape profile also being refreshed. Detective Inspector for RASSO (Rape and Serious Sexual Offences) in place, with strong CPS (Crown Prosecution Service) liaison. Force currently pulling team together (Sergeant and 6 Police Constables) to deal with suspect management, victim care, referrals and effectiveness. Task and Finish Group in place for CPS discussions and adaptation of Action Plan. Direction of travel is positive but no force is dealing with all this effectively, so need to keep this on the agenda.	Report back to next meeting.	ACC (Operations)	November 2020
9a (ii)	Other Significant Operational Issues	CC, ACC (Operations) and ACC (Communities and Partnerships) updated on a number of operational issues. <u>EU Exit</u> : intense negotiations ongoing. Key risks around courts, strategic road networks and protests. For policing, key focus around mobilisation and efficiency of process at customs/ports. <u>Government Kickstart Scheme</u> : scoping this scheme at present as large organisation with social value. Scheme details outlined. <u>Staff Survey</u> : launched next week. Support/encouragement for staff to complete. <u>Flu Vaccinations</u> : Force providing option of flu vaccination for all members of staff as part of wellbeing approach from 14/09/20. PCC supportive.			

		<p><u>HMICFRS Inspection of Covid-19 Response</u>: one of 5 forces being inspected, document request by 17/09/20 – provisional question set to submit by 28/10/20. Fieldwork date approx. 26/10/20.</p> <p><u>Covid-19 Regulations</u>: ACC Anderson – groups of >6 – complexity of levels of exemptions. Using 4Es to engage with groups. Will be working with media from Monday. PCC – testing in poor state – public mood has changed with less willingness to accept people don't understand risks, some people are flouting the rules and people will expect greater enforcement. ACC needs information on exemptions to enable briefing police – will be using media to push the message.</p>			
Current and Significant Issues: OPCC					
9b	Complaints Review Function Update	OPCC Chief Executive updated – review volumes locally are higher than peers. Volumes are due to existing process or other reasons which the OPCC is looking into. The levels mean that OPCC will be employing Sancus Solutions to assist. High volume still being upheld compared to peers and new reviews still bringing up issues.			
9c	Revolving Doors Project Update	OPCC Chief Executive updated on slower than anticipated progress, although communications have gone out. Project has been positively received but consultation issues with partners have been raised, although there is a need to understand that the focus is on policing elements at this stage.			
9d	Scrutiny Review Update	OPCC Head of Assurance and Statutory Duties updated on progress. Consultation continued since last meeting with Force representatives, Diversity Panel and other. Meeting with Fire and Rescue Service to also discuss Joint Independent Audit Committee scrutiny. Draft structure with changes following consultation has been developed, along with draft volunteer role requirement.			