

NORTHUMBRIA POLICE MINUTES

Title	Meeting Number
EXECUTIVE BOARD	17/2023

Date	Location	Duration
19 September 2023	Executive Team Meeting Room, Middle Engine Lane	10:00 – 11:38

Present:

Debbie Ford	Deputy Chief Constable (Chair)
Brad Howe	T/Assistant Chief Constable (Communities)
Kevin Laing	Head of Finance (CFO)
Joscelin Lawson	Assistant Chief Officer (ACO) Corporate Services
David Sadler	Chief Information Officer (CIO)
Scott Young	Assistant Chief Constable (Force Coordination)
Sara Purvis	Governance and Planning Adviser (<i>Secretary</i>)

Invitees:

Jane Fairlamb	D/Superintendent, Crime Investigation (<i>Present for item 5</i>)
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Apologies:

Vanessa Jardine	Chief Constable
Alastair Simpson	Assistant Chief Constable (Crime and Safeguarding)

OPEN SESSION UNDER THE FREEDOM OF INFORMATION ACT 2000

1. OPENING

2. MINUTES OF THE OPEN SESSION OF EXECUTIVE BOARD HELD 29 AUGUST 2023

T/Assistant Chief Constable (Communities) requested an amendment to Item 11 – Force Prevention Department to reflect the agreement made at the meeting, which was to create the Force Prevention Department, as per the recommendations outlined in the report, and to revisit the Violence Disruption Units, including line management, and report back to Executive Board in December 2023.

Action: Governance and Planning Adviser to update the minutes accordingly.

3. MATTERS ARISING

Action list updated.

4. WORKFORCE STRUCTURE ANNUAL SUMMARY

ACO Corporate Services, outlined Northumbria Police's current workforce position over the previous financial year (1 April 2022 to 1 April 2023), highlighting key changes over

the last twelve months across the following areas: Workforce Overview; Workforce Demographics; Recruitment and Promotions; Turnover; Planned Activity.

Salient points for the period include an increase in police officers related to uplift; positive progress in relation to female representation although Black, Asian and Minority Ethnic (BAME) representation has remained steady; a reduction in the number of Special Constables and slightly higher turnover rates for both officers and staff than the previous years though still lower than the national average. Plans for the next twelve months will include uplift maintenance and developing the structure as well as a continued focus on retention, increasing representation and providing a sustainable volunteering offer.

Action: ACO Corporate Services, to request the Citizens in Policing Governance Board further examine the sex ratio in the Special Constabulary to understand the disparity between males and females.

5. HMICFRS: AN INSPECTION OF THE POLICE CONTRIBUTION TO THE PREVENTION OF HOMICIDE

D/Superintendent, Crime Investigation, provided an overview of the findings from 'His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Homicide Prevention: An inspection of the police contribution to the prevention of homicide'.

This thematic examined how effectively forces understand the pattern of homicide in their areas, including the underlying causes and risks; and contribute to the prevention of homicides, focusing on murder, manslaughter and the serious violence that may lead to homicide. The report makes three recommendations, two for forces and one for the Home Office.

D/Superintendent, Crime Investigation, highlighted the lack of a media strategy for homicide and advised a meeting had taken place with Communications and Engagement to develop this, to coordinate activity and operational campaigns. The development of both internal and external communications strategies will utilise the evidence base within the report and seek to target young people under the age of 25 and male public space violence.

Update ***noted.***

6. HMICFRS: RACE AND POLICING: AN INSPECTION OF RACE DISPARITY IN POLICE CRIMINAL JUSTICE DECISION-MAKING

T/Assistant Chief Constable (Communities) provided an overview of the findings from 'HMICFRS: Race and Policing: An inspection of race disparity in police criminal justice decision-making'.

Building on the Lammy review this inspection examined whether there is race disparity in police criminal justice decisions. The report makes 13 recommendations, four for forces and nine split between the Home Office, Ministry of Justice, National Police Chiefs' Council (NPCC), College of Policing and Association of Police and Crime Commissioners.

T/Assistant Chief Constable (Communities) highlighted the implementation of a disproportionality working group, which has been developed to gain a greater

understanding and analysis of disparity across all business areas, including use of policing powers. This will ensure that the organisational culture of fairness and inclusivity is reflected in the Force's approach to understanding and addressing disproportionality and supporting its communities.

The Office of the Police and Crime Commissioner (OPCC) is in the process of reviewing the Local Criminal Justice Board to better understand disparity and decision making, linking in with future plans to implement custody scrutiny panels with police. In addition, the Independent Scrutiny and Oversight Board (ISOB), chaired by members of the public, has been implemented to examine disproportionality.

Deputy Chief Constable urged caution around the number of scrutiny panels to ensure valuable contribution to Force business.

Update **noted**.

7. HMICFRS: RACE AND POLICING: A REVIEW OF THE POLICE SERVICES' LEADERSHIP AND GOVERNANCE ARRANGEMENTS FOR RACE-RELATED MATTERS

ACO Corporate Services, provided an overview of the findings from 'HMICFRS: Race and Policing; A review of the police service's leadership and governance arrangements for race-related matters'.

This inspection considered the effectiveness of the national leadership and governance arrangements that relate to race and policing. HMICFRS conducted document reviews and a series of interviews and focus groups. The report makes four recommendations shared between NPCC and the College of Policing.

Action: Chief Constable to consider extending an invitation to the national ISOB Chair and members to visit Northumbria Police.

ACO Corporate Services, referenced plans to provide access to the Northumbria Information and Knowledge (NIK) site for staff within the OPCC. Deputy Chief Constable (as the Force Senior Information Responsible Officer (SIRO)) queried the potential security issues associated with this and requested that the Chief Information Officer and ACO Corporate Services, consider which areas of the NIK they could have access to, and to ensure there is a recordable and auditable process in place to ensure accountability for staff accessing this area. Deputy Chief Constable also requested the new Force SIRO is made aware of the position.

Action: ACO Corporate Services, and Chief Information Officer to consider restricted access to the Force NIK for OPCC staff, which is also recordable and auditable.

8. UPDATE ON PRECEPT AND EFFICIENCY PLANS 2023/24

Head of Finance (CFO) provided an update on progress against the precept increase commitments along with the associated efficiency plans agreed at the OPCC Business Meeting on 19 January 2023. It was noted ACO Corporate Services, should be the Executive Team lead for the report.

Update **noted**.

9. HIGHLIGHT REPORT – RESPONDING TO THE PUBLIC

Assistant Chief Constable (Force Coordination), provided an update on current demand and performance for contact, response and deployment, providing detail regarding ongoing and planned work to further support improvements in the Force's ability to respond to the public.

They highlighted that the review of the Force Incident and Grading Criteria has continued during this period with members of the Communications senior management team visiting Lancashire Constabulary to look at changes they have recently made to their Incident Gradings. Focus groups have been established in each of the area commands to understand the impact the addition of a Grade 3 would have, and which resources would be best placed to attend them. Recommendations about this will be included as part of the Force Priority Based Budgeting (PBB) process linked to the force operating model review.

Deputy Chief Constable referred to the upcoming PBB panels taking place on 13 October 2023, to consider Communications, Response and Investigation and extended an invitation to the rest of the Executive Team to attend.

Action: Governance and Planning Adviser to arrange for the Executive Team be invited to the PBB panel for Communications, Response and Investigation on 13 October 2023.

Update **noted**.

10. NATIONAL ISSUES IMPACTING ON POLICING

None.

11. VIOLENCE REDUCTION UNIT

No updates.

12. VOLUNTEER POLICE CADETS POLICY

ACO Corporate Services, proposed the introduction of a Volunteer Police Cadets policy to ensure there is a framework, governance and a consistent process across Northumbria Police for the recruitment, deployment and management of Police Cadets. The policy has undergone consultation and had initial agreement at the Citizens in Policing Governance Board.

Agreed: To the publication of the Volunteer Police Cadets policy.

13. WITHDRAWAL OF FORCE POLICY

Governance and Planning Adviser proposed the withdrawal of Delivering Electronic Police Services and E-Communications policy, owned by Communications and Engagement; and Vehicle Pursuit Management policy, owned by Force Coordination and Operations.

Agreed: The Delivering Electronic Police Services and E-Communications, and Vehicle Pursuit Management policies are withdrawn.

14. IIS PROGRESS UPDATE

Deputy Chief Constable noted the significant progress made with reducing the number of expired force instructions; however, requested any instructions with an expiry date pre-2023 are updated by the next meeting.

Action: All outstanding expired instructions, with an expiry date pre-2023, to be updated by the next Executive Board.

15. EXECUTIVE BOARD FORWARD PLAN – OPEN SESSION

Noted.

16. ANY OTHER BUSINESS

i) CAR BENEFIT SCHEME

ACO Corporate Services, advised of new salary sacrifice car leasing scheme being introduced for all staff within the coming months.

Noted.

17. DATE, TIME, AND VENUE OF NEXT MEETING

24 October 2023, 09:00, Executive Team Meeting Room, Middle Engine Lane / Teams