

NORTHUMBRIA POLICE MINUTES

Title	Meeting Number
EXECUTIVE BOARD	16/2023

Date	Location	Duration
29 August 2023	Executive Team Meeting Room, Middle Engine Lane / Teams	09:21 – 14:07

Present:

Vanessa Jardine	Chief Constable (Chair)
Brad Howe	T/Assistant Chief Constable (Communities)
Kevin Laing	Chief Finance Officer (CFO)
David Sadler	Chief Information Officer (CIO)
Alastair Simpson	Assistant Chief Constable (Crime and Safeguarding)
Danietta Heslegrave	Governance and Planning Adviser (<i>Secretary</i>)

Invitees:

Steve Ammari	D/Superintendent, Professional Standards (<i>Present for item 15</i>)
Mauricio Alvarez	People Performance and Insight Lead (<i>Present for item 5</i>)
Paul Godden	Head of Corporate Development (<i>Present for items 6 – 8</i>)
Neil Preston	Head of Communications and Engagement (<i>Present for item 1 – 5</i>)
Steve Wykes	T/Ch/Superintendent, Criminal Justice, and Custody (<i>Present for item 4</i>)

Apologies:

Debbie Ford	Deputy Chief Constable
Joscelin Lawson	Assistant Chief Officer (ACO) Corporate Services
Scott Young	Assistant Chief Constable (Force Coordination)

OPEN SESSION UNDER THE FREEDOM OF INFORMATION ACT 2000

1. OPENING

2. MINUTES OF THE OPEN SESSION OF EXECUTIVE BOARD HELD ON 18 JULY 2023

Agreed as a true and accurate record.

3. MATTERS ARISING

i) CHARGING MODEL

Assistant Chief Constable, (Crime and Safeguarding) provided an overview of the charging model implications and implementation plan highlighting the model had previously been submitted to Executive Board where costs and contingency options for IT were requested. They advised a new records management system is to be implemented.

Chief Constable queried the possibility of a TEAMS chat becoming available between police and Crown Prosecution Service. Chief Superintendent, Criminal Justice, and Custody will

discuss in the next meeting with Deputy Head of Finance with a report expected from Force Transformation Lead regarding TEAMS.

Chief Constable expressed concerns that the team feels light and queried if there would be more trained officers to support. Chief Superintendent, Criminal Justice and Custody assured that in the spirit of efficiency a lean model was produced, and others will be trained. Recruitment is now live.

Agreed:

- ***To the investment of 4 x Sergeant posts and 8 x Police Constable posts, to form the Prosecution Support Unit (PSU) for the period between now and implementation of the new RMS and providing a 24/7 capability (annual reviews of resource requirement to be undertaken).***
- ***To the removal of 6 x FQAT Sergeant Posts.***
- ***To commission upgrades to NPICCS DCF at an estimated cost of £54,000 - £78,000 to facilitate red and green notification, OIC transfer and error code improvements.***

4. TV DOCUMENTARY – MOTORWAY COPS

Head of Communications and Engagement presented. The documentary will demonstrate how the Roads Policing Unit is utilised and is planned to be filmed through November and over the Christmas period. The Force will receive financial compensation of approximately £22k - £23k.

A specific focus on Automatic Number Plate Recognition (ANPR) was requested to highlight the excellent work in this area and how ANPR is utilised.

Agreed:

- ***To Northumbria Police's involvement with the TV documentary 'Motorway Cops' with a request there is a focus on ANPR***

5. STAFF SURVEY OUTCOMES: GREAT PLACE TO WORK

People Performance and Insight Lead highlighted the findings from the staff survey and outlined how the survey was carried out. The new Cultural Board is to focus on staff responses and addressing key areas in particular where it is considered there will be no change as a result of the survey.

A roadshow and leadership events are to be held to highlight the Force and work being undertaken. 75% of the Force will be unable to attend due to shift patterns which highlights the need for a longer-term communication strategy regarding the survey. Chief Constable requested that Response Officers are released for 2 hours to attend the roadshow to learn more about the Force and changes taking place. Chief Constable will be speaking on a 2-hour rolling programme to address as many officers as possible.

Action: Head of Communications and Engagement to discuss with Superintendent Force Coordination the release of Response Officers to attend the roadshows

Head of Communications and Engagement outlined the communications plan.

Agreed:

- ***To note the findings and analysis of the staff survey together with key themes.***
- ***To note and agree the key actions outlined in Appendix I***
- ***To the communications and engagement plan and timeline in Appendix I***

6. HMICFRS UPDATE

Head of Corporate Development provided an update in support of the closure of Level 2 recommendations and areas for improvement (AFIs) identified by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), which are considered complete by Northumbria Police.

Agreed: The submission of closure letters for eight Level 2 recommendations and four AFIs to HMICFRS by upload to the Monitoring Portal outlined in the paper.

In response to the AFI regarding automated links between force vetting and HR IT systems, it was reported that Northumbria Police is in the process of establishing these and this requirement will be added to the project specification for Phase 2 delivery of the HRIT system. The Chief Constable asked for confirmation this statement is correct.

Action: Chief Information Officer to confirm the statement regarding links between HR and vetting systems is correct.

In response to the AFI regarding Forces' understanding of the scale of misogynistic and improper behaviour towards female officers and staff, Northumbria Police designed, developed, and held Listening Circles with the workforce in Winter 2022/23. These have been well received and establishment of a continual programme of Listening Circles will be addressed by the new public confidence and standards board, chaired by the Chief Constable.

Action: Head of Corporate Development to forward commentary regarding listening circles outlined in report to Head of People Services and Head of Organisational Development.

7. POLICE AND CRIME PLAN – 2023/24 KEY PERFORMANCE INDICATORS

Head of Corporate Development provided a summary of performance against the three commitments in the Police and Crime Plan 2022-2025: Fighting Crime; Improving Lives; and Preventing Crime, highlighting this was reported to the Strategic Management Board – Performance 23 August 2023.

Update **noted**.

Action: Assistant Chief Constable (Crime and Safeguarding) to discuss the Northumbria Police/CPS pilot project encouraging Police to refer cases of 'word against word' hate crime to CPS for charging advice (paragraph 7.11 of the report) with Superintendent, Harm Reduction and Communities and share further information with the Chief Constable.

8. ANNUAL REVIEW OF FORCE STRATEGIC RISK REGISTER

Head of Corporate Development presented the Northumbria Police Risk Appetite Statement, and Force Strategic Risk Register (FSRR) which has been updated to incorporate changes made by strategic leads as part of the annual review. Further work is being undertaken regarding the Infrastructure and Assets risk to include the current position regarding sustainability, including electrification of the fleet/infrastructure/ULEC and a refresh of new ways of working.

Agreed: To approve the Northumbria Police Risk Appetite Statement and revised Force Strategic Risk Register.

Secretary's Note: Infrastructure and Assets Risk further amended by Chief Finance Officer following the meeting.

9. RESTRUCTURE OF MOSOVO

Assistant Chief Constable (Crime and Safeguarding) highlighted MOSOVO will be incorporated into the Neighbourhood Project Board. Discussion included use of end-of-life vehicles to support the implementation and the numbers of marked and unmarked cars.

Agreed: To the restructure of MOSOVO as outlined in Option 3 of the paper and previously discussed.

10. IMPLEMENTATION OF NEW NEIGHBOURHOOD POLICING MODEL

Chief Superintendent, Southern and Chief Superintendent, Harm Reduction and Communities presented, requesting approval for the implementation of a new Neighbourhood Policing Model. Wide consultation has been carried out and response has been positive. 402 out of 430 proposed officers (134 from uplift) in place as of September and a two-year tenure has been proposed.

Agreed: To the adoption of a new Neighbourhood Policing Model as outlined in the paper.

Discussion took place around the 29 end-of-life vehicles proposed as a short-term option at a maximum cost of £60k to replace the fleet over one to two years. Efficiency has been built into the model.

11. FORCE PREVENTION DEPARTMENT

Chief Superintendent, Harm Reduction and Communities presented, proposing the creation of a Force Prevention Department, and outlining potential flexibility of the team. This was supported by the Chief Constable as set out to be revisited by Christmas 2023.

Agreed: To revisit the Force Prevention department proposal by Christmas 2023.

12. CHIEF OFFICER PROVIDED VEHICLE SCHEME

Chief Finance Officer outlined the Chief Officer Provided Vehicle Scheme policy and advised that all previous actions are now in place.

Agreed: To the Chief Officer Vehicle Scheme policy as all actions now in place

13. CHIEF OFFICER RELOCATION EXPENSES

Chief Finance Officer advised there is no upper limit on chief officer relocation claims at present. It is proposed there are some changes with the recommendation to establish a ceiling on the amount that can be reimbursed. These recommendations would have no legal standing and could be successfully challenged in the unlikely event that this was to happen.

Agreed: £30k benchmark to be put in place for chief officer relocation expenses which will be reviewed on an annual basis; and a Policy is to be written to inform the change.

14. WORKPLACE RELATIONSHIPS POLICY

Superintendent, Professional Standards outlined the proposed Workplace Relationships policy which had been previously agreed at Strategic Resourcing Delivery Board.

Agreed: To the Workplace Relationship Policy to be published.

15. CHIEF CONSTABLES' COUNCIL UPDATE

Update ***noted.***

16. FORCE ATTENDANCE AND CONFERENCES AND EVENTS

There are a number of reports regarding conference and events attended awaiting completion.

Action: All to remind staff to record updates from conferences.

17. EXECUTIVE BOARD FORWARD PLAN – OPEN SESSION

Noted.

18. ANY OTHER BUSINESS

No additional business highlighted.

19. DATE, TIME, AND VENUE OF NEXT MEETING

19 September 2023, 10:00, Executive Team Meeting Room, Middle Engine Lane / Teams