

# NORTHUMBRIA POLICE MINUTES

| Title           | Meeting Number |
|-----------------|----------------|
| EXECUTIVE BOARD | 1/2024         |

| Date            | Location                                           | Duration      |
|-----------------|----------------------------------------------------|---------------|
| 17 January 2024 | Executive Team Meeting Room,<br>Middle Engine Lane | 09:00 – 11:45 |

## **Present:**

|                  |                                                         |
|------------------|---------------------------------------------------------|
| Vanessa Jardine  | Chief Constable ( <i>Chair</i> )                        |
| Jayne Meir       | Deputy Chief Constable (DCC)                            |
| Deborah Alderson | T/ Assistant Chief Constable (ACC) (Force Coordination) |
| Kevin Laing      | Head of Finance (CFO)                                   |
| Joscelin Lawson  | Assistant Chief Officer (ACO) Corporate Services        |
| Alastair Simpson | Assistant Chief Constable (Crime and Safeguarding)      |
| Lisa Bryden      | Governance and Planning Adviser ( <i>Secretary</i> )    |

## **Invitees:**

|                |                                                                           |
|----------------|---------------------------------------------------------------------------|
| Lynne Colledge | Chief Inspector, Deployment, Communications ( <i>Present for item 7</i> ) |
|----------------|---------------------------------------------------------------------------|

## **Apologies:**

|              |                                                |
|--------------|------------------------------------------------|
| Andy Hill    | Assistant Chief Constable (Communities)        |
| David Sadler | Chief Information Officer (CIO)                |
| Scott Young  | Assistant Chief Constable (Force Coordination) |

## **OPEN SESSION UNDER THE FREEDOM OF INFORMATION ACT 2000**

### **1. OPENING**

### **2. DRAFT MINUTES OF THE OPEN SESSION OF EXECUTIVE BOARD HELD 18 DECEMBER 2023**

Agreed as a true and accurate record, subject to the following amendment at item **6**.

**Job Related Fitness Testing** to replace: ‘They advised the proposal ensures Northumbria Police has appropriate levels of fitness for staff to undertake their role and to undertake PPST; and ensures compliance with national guidance relating to fitness tests’ with; ‘to amend the minimum level for the bleep test from the current 5.4 to 3.7 and to retain the 5.4 for new recruits and re-joiners. Expectation remains that officers seek to achieve 5.4 but will be able to undertake PPST if they achieve 3.7’.

### **3. MATTERS ARISING**

N/A.

#### **4. HMICFRS UPDATE**

DCC provided the update in support of the closure of 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, and outlined future routing of the item through the new governance structure.

DCC reviewed the activity regarding recommendation 21284, recognising training has been delivered and an audit has been conducted, but suggested the item remain open to allow for further audit to ensure the training is delivering the desired outcomes.

**Agreed:**

- ***To the submission of letters to HMICFRS by upload to the Monitoring Portal to close ten Level 2 recommendations, item 21284 to remain open; and to provide an update against four Level 3 AFIs which are considered complete by the Force***

***ACTION: Chief Superintendent (Criminal Justice and Custody) to carry out a further audit, relating to Recommendation 21284, to ensure training is delivering the desired outcomes***

Members acknowledged the recording of activity to address Recommendations and AFIs is thorough, outlining how activity often translates into the performance management framework. The Chair suggested further narrative to evidence how activity translates into positive outcomes.

#### **5. HMICFRS: AN INSPECTION OF THE EFFECTIVENESS OF THE POLICE AND LAW ENFORCEMENT BODIES' RESPONSE TO GROUP BASED SEXUAL EXPLOITATION**

ACC (Crime and Safeguarding) outlined the national position which identified progress, whilst acknowledging progress is slow. They provided an update on the force position including creating problem profiles, limitations of the force digital systems, engagement with the Hydrant programme and involvement in the Operation Makeshift working group.

T/ACC (Force Coordination) provided a brief overview of the historical structure relating to Complex Abuse Investigation Unit (CAIU).

Chair reminded members remember to complete the consideration section of force reports in full.

***Agreed: To complete the consideration section of reports in full***

#### **6. HMICFRS: MEETING THE NEEDS OF VICTIMS IN THE CRIMINAL JUSTICE SYSTEM**

ACC (Crime and Safeguarding) provided an update on the joint inspection looking at whether the police, the Crown Prosecution Service (CPS) and the Probation Service understand what victims need, whether they meet those needs and whether they provide a good quality service.

Findings suggest policies, procedures and guidance are in place for staff to comply with the Victims' Code, but there is sometimes a lack of understanding of requirements under the Victims' Code, an emphasis on process rather than quality, and no effective way of measuring how well the needs of victims are met.

ACC (Crime and Safeguarding) outlined the role of Northumbria Victim and Witness Service, including the complexities of multi-agency working and engagement with the Probation Service and confirmed management of the issue through the new governance structure.

## **7. RIGHT CARE RIGHT PERSON POLICY AND PROCEDURE**

T/ACC (Force Coordination) welcomed Chief Inspector (Communications) to the Board and acknowledged their work in creating the policy and procedure.

Chief Inspector (Communications) outlined the current position and considerations ahead of implementation of Phase Two of Right Care Right Person (RCRP) relating to the Force response to welfare checks from public and partner agencies, which included challenges around balancing the need to protect life against the relevant agency taking responsibility, partner agencies' capacity and response processes.

It was noted other partner agencies' skills in particular areas, including mental health, in certain instances make them the most appropriate first responder; however, capacity issues in some partner agencies has resulted in the force taking responsibility on some occasions.

ACC (Crime and Safeguarding) reminded the application of the THRIVES assessment and National Decision Model (NDM) allows the force to support the current process.

Chief Inspector (Communications) requested direction from members including in relation to concerns for welfare requests. It was determined the Force should maintain current practice regarding scheduling, progress further work with partner agencies, identifying gaps, to agree a more robust process specifically when calls are raised relating to health risks, and undertaking benchmarking against other forces.

Additionally, some options to use volunteers, funded welfare check vehicles, etc were raised.

The Force will continue to ensure legal aspects are considered; National RCRP legal advice has been obtained and this has been considered by Northumbria Police Legal Services Department to ensure Force policy and procedure is in-line. The Chair noted the police have no powers of entry unless there is a threat to life.

***Agreed: Members approved the Right Care Right Person policy and procedure for publication***

## **8. FORCE ATTENDANCE AT CONFERENCES AND EVENTS**

ACO, Corporate Services provided an update regarding relevant information being shared via NIK and ongoing work regarding use of the Knowledge Hub, with a further update to be provided at the next Executive Board.

Chair queried the dissemination of student officer dissertations in force. ACO, Corporate Services confirmed the use of various channels such as NIK, blogs and calendar of events.

Members debated the challenge of providing subject expert input to student officer dissertations with operational demand.

**Noted.**

## **9. INSTRUCTIONAL INFORMATION - PROGRESS UPDATE**

The link to Authorised Professional Practice (APP) national guidance on policy and procedure was discussed and the requirement to follow the national guidance unless the instruction expressly states otherwise.

ACC (Crime and Safeguarding) requested the Undercover Operations policy on the list be reviewed in conjunction with APP.

***ACTION: Governance and Planning to review the Undercover Operations policy in conjunction with APP***

Chair outlined the process for future reporting of IIS through the new governance structure.

**Noted.**

## **10. EXECUTIVE BOARD FORWARD PLAN (OPEN SESSION)**

Chair queried relevance of T/ACC (Force Coordination) item on the forward plan.

***ACTION: T/ACC (Force Coordination) to review forward plan item due 20 February 2024 for relevancy***

Chair confirmed the new governance structure will determine reporting requirements going forward.

**Noted.**

## **11. ANY OTHER BUSINESS**

### **i) DIVERSITY EQUALITY AND INCLUSION BOARD – TERMS OF REFERENCE**

Chair sought feedback on the draft terms of reference and proposed list of executive leads for subject areas.

Members recognised areas where shared ownership may be required and debated subject areas required for discussion at the first Diversity Equality and Inclusion Board on 30 January 2024.

Areas identified for discussion included Race Action Plan, Diversity Equality and Inclusion, Violence Against Women and Girls (VAWG), Activism and Impartiality and Professional Standards. ACC (Crime and Safeguarding) suggested Hate Crime be

included and ACO, Corporate Services suggested an input from the Independent Scrutiny and Oversight Board (ISOB).

ACO, Corporate Services suggested wording could be more dynamic i.e., rather than 'to monitor', 'to drive'.

***Agreed: Chair to progress the Diversity, Equality and Inclusion Board subject area leads Executive Team outside of the meeting***

***ii)*** Chair asked the DCC to provide an overview of force performance, which was outlined, and requested a performance update be added to the Executive Board agenda at item 4, going forward.

***ACTION: DCC to provide a performance update, as a standing agenda item, to the Executive Board agenda at item 4***

## **12. DATE, TIME, AND VENUE OF NEXT MEETING**

20 February 2024, 09:00, Executive Team Meeting Room, Middle Engine Lane / Teams