

NORTHUMBRIA POLICE MINUTES

Title EXECUTIVE BOARD	Meeting Number 3/2024
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Date 19 March 2024	Location Executive Team Meeting Room, Middle Engine Lane	Duration 09:00 – 09:45
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Present:

Jayne Meir	Deputy Chief Constable (DCC) (<i>Chair</i>)
Deborah Alderson	T/ Assistant Chief Constable (ACC) (Force Coordination)
Andy Hill	ACC (Communities)
Kevin Laing	Head of Finance (CFO)
Joscelin Lawson	Assistant Chief Officer (ACO) Corporate Services
Alastair Simpson	ACC (Crime and Safeguarding) (<i>Present for items 6&7</i>)
Sara Purvis	Governance and Planning Adviser (<i>Secretary</i>)

Invitees:

Sarah Robson	Chief Inspector, Staff Office
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Apologies:

Vanessa Jardine	Chief Constable
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OPEN SESSION UNDER THE FREEDOM OF INFORMATION ACT 2000

1. OPENING

2. MINUTES OF THE OPEN SESSION OF EXECUTIVE BOARD HELD ON 20 FEBRUARY 2024

Agreed as a true and accurate record.

3. MATTERS ARISING

Action list updated.

4. PERFORMANCE UPDATE

DCC advised there would be specific focus over the coming three months on improving investigative standards due to continued lack of progress.

Update *noted*.

5. FLYING THE FLAG

Item withdrawn.

6. ANNUAL EQUALITY MONITORING REPORT 2023/24

ACO Corporate Services presented the Annual Equality Monitoring Report (AEMR) 2023/24, which is published on an annual basis to ensure transparency and demonstrate compliance with the Public Sector Equality Duty. The proposed content for the AEMR summarises activity undertaken in line with the Northumbria Police and National Police Chiefs Council 2025 Equality, Diversity and Inclusion Strategy, Equality Objectives and Police and Crime Plan.

DCC suggested a reference to the force Engagement Strategy within the AEMR; T/ACC (Force Coordination) advised this was being reviewed by the Communications and Engagement and Prevention departments to ensure it reflects both internal and external engagement. DCC requested an update on development of the Engagement Strategy at the next Executive Board.

Agreed: To publication of the Annual Equality Monitoring Report 2023/24, noting it is an accurate reflection of key achievements and an introduction of commitments for the forthcoming year, which aligns to the current force Diversity, Equality and Inclusion Strategy.

Action: T/ACC (Force Coordination) to provide an update on the force Engagement Strategy at the next Executive Board.

7. CRIMINAL JUSTICE JOINT INSPECTION EFFICIENCY SPOTLIGHT REPORT: THE IMPACT OF RECRUITMENT AND RETENTION ON THE CRIMINAL JUSTICE SYSTEM

ACO Corporate Services provided an overview of findings from the Criminal Justice Joint Inspection (CJJI) spotlight report on 'The impact of recruitment and retention on the criminal justice system', which focuses on recruitment and retention and draws upon evidence from inspection activity conducted by each of the individual inspectorates both jointly and singly for those inspected: the police, the Crown Prosecution Service (CPS), the Probation and Youth Offending Services (YOS) and the Prison Service.

ACO Corporate Services highlighted the force position against the findings, noting turnover in police officer and staff roles, and the proportion of officers leaving within the first five years of service, are both below the national average. Northumbria Police monitors attraction, retention, and turnover to understand and prevent resignations and loss of talent. There are strong links between the performance and engagement of the workforce and attraction and resignations. The Force has aligned its insight including the annual 'great place to work survey' and leavers insight to understand levels of engagement with staff.

Update ***noted***.

8. EXECUTIVE BOARD FORWARD PLAN (OPEN SESSION)

Action: Governance and Planning Adviser to include 'Finalisation of Force Strategies and Plans' and 'Workforce Design' on forward plan.

9. ANY OTHER BUSINESS

None.

10. DATE, TIME, AND VENUE OF NEXT MEETING

16 April 2024, 09:00, Executive Team Meeting Room, Middle Engine Lane / Teams