

## NORTHUMBRIA PCC MINUTES

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### **Title**

JOINT BUSINESS MEETING

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### **Date**

19th<sup>th</sup> April 2018

### **Location**

Victory House, Balliol

### **Duration**

9:45am– 10.10am

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### **Present:**

Vera Baird – Police and Crime Commissioner (Chair)  
Ruth Durham – Interim Chief of Staff, Office of Police and Crime Commissioner  
Darren Best – Temporary Deputy Chief Constable  
Ged Noble – Temporary Assistant Chief Constable (Local Policing)  
Rachel Bacon – Assistant Chief Constable (Citizen Focus)  
Helen McMillan – Assistant Chief Constable (Protective Services)  
Joscelin Lawson – Director of People and Development  
Mike Tait – Director of Finance and IT  
Scott Duffy – Interim Director of Governance and Communications  
Lesley Ann Knowles – Head of Human Resources, Northumbria Police  
Nitin Shukla – Policy, Performance and Scrutiny Officer  
Dean Lowery – Officer of the PCC

### **Apologies:**

Winton Keenen – Chief Constable

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## **OPEN SESSION**

### **1. MINUTES OF THE OPEN SESSION OF JOINT BUSINESS MEETING 29<sup>th</sup> March 2018**

Agreed as a true and accurate record.

### **2. RECRUITMENT CAMPAIGN 2017 AND POSITIVE ACTION UPDATE**

The Director of People and Development provided an update report relating to the Northumbria Police Recruitment Campaign 2017 and work undertaken in relation to positive action to try and increase the number of underrepresented candidates to create an inclusive workforce with a target date for this set for 2025.

The report highlighted work that the force had undertaken in relation to diversity, inclusion and Positive Action including the development of an action plan which was presented.

In relation to the 2017 Police Officer Recruitment Campaign the report highlighted that 1, 191 applications had been received with a breakdown provided of candidates from underrepresented groups exiting the recruitment process at specific stages.

The Commissioner commented that the results showed that even though interest from underrepresented groups had increased which was encouraging, this had not resulted in an increased number of candidates gaining employment. The Commissioner highlighted the work



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that had been undertaken by the OPCC over the last two years to assist Northumbria Police Human Resources Department in relation to positive action including under represented candidates being provided with tailored support through each stage of the recruitment process. The Director of People and Development confirmed that extra support had been offered to all candidates but not specifically to underrepresented groups.

The Director of People and Development confirmed that extra resources had now been made available to the recruitment department to allow focused and specific support to be made available to underrepresented candidates.

The Temporary Deputy Chief Constable confirmed the Chief Officer Teams commitment to inclusivity and diversity and the force would ensure that the comments made by the Commissioner would be taken forward as part of the next recruitment campaign to include further assistance from OPCC staff to assist in the process, monitoring of candidates and the collection of data at each stage of the recruitment process. In addition work will be undertaken to communicate the approach being undertaken in relation to positive action to the workforce for recruitment and promotions.

**AGREED:** The report was noted and the points raised within the minute be actioned.

### **3. HMICFRS PEEL EFFECTIVENESS**

The Temporary Deputy Chief Constable presented an update report and associated action plan relating to the HMICFRS inspections and subsequent recommendations in both 2016 and 2017.

In 2017, HMICFRS adopted an interim risk-based approach in order to focus inspection activity on areas of policing at highest risk to the public. Under this approach, all police forces were assessed against the overarching question 'How effective is the force at keeping people safe and reducing crime?'; however All forces were inspected in relation to protecting vulnerable people and specialist capabilities. Northumbria was also assessed against investigating crime and reducing reoffending; this area received a grading of 'requires improvement' in 2016.

For those areas which were not re-inspected in Northumbria: preventing crime and tackling anti-social behaviour; and tackling serious and organised crime, the judgements of 'good' from 2016 remain. The overall judgement for Northumbria is 'good'. Northumbria is good at keeping people safe and reducing crime. HMICFRS acknowledged that improvements had been made since the last inspection, for example, in the area of digital device examination and has determined that investigating crime and reducing re-offending has improved such that the grading is now 'good'. However, inspectors determined that the force's approach to protecting vulnerable people now 'requires improvement'. HMICFRS has not identified any cause of concern or made specific recommendations for Northumbria. Six areas for improvement (AFIs) have been identified. Four national recommendations were also made.

The T/Deputy Chief Constable referred to the Action Plan for 2016 and commented that all areas which are not classed as completed will be moved into the 2017 action plan.

In relation to the 2017 action plan the Commissioner specifically highlighted point 3 in relation Thrive and requested that further information be added to the action plan to give further explanation. The T/Deputy Chief Constable confirmed that in relation to Thrive positive work has been undertaken and there was a separate action plan in relation to Thrive. This will be referenced in the 2017 action plan.

The Commissioner made reference to the 2017 action plan Point 6 – "Improve the investigative mind-set to build the case for the victim" which she felt was a key aspect.



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The T/Deputy Chief Constable confirmed that a process has been put in place involving roadshows and discussions with all Sergeants and Inspectors about performance and quality. Within these discussions this area is highlighted and it has been reiterated that they will supervise all crime relating to vulnerability. Crimes will also be audited by senior officers to confirm that this is being implemented.

The Commissioner agreed the formal closure of the PEEL Effectiveness 2016 action plan with any incomplete actions to be transferred into the 2017 action plan.

**AGREED:**

- The report was noted.
- That the 2016 PEEL Effectiveness Action Plan be closed on the basis that all incomplete actions be listed within the 2017 action plan.

**4. FORWARD PLAN**

The items presented were agreed for submission.

**5. ANY OTHER BUSINESS**

There was no further business to discuss

**6. DATE AND TIME OF NEXT MEETING**

3<sup>rd</sup> May 2018 10:00am.



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