

NORTHUMBRIA PCC MINUTES

Title

JOINT BUSINESS MEETING

Date

22 January 2018

Location

Victory House, Balliol

Duration

14:10 – 15:40

Present:

Vera Baird – Police and Crime Commissioner (Chair)

Winton Keenen – Temporary Chief Constable

Rachel Bacon – Assistant Chief Constable (Citizen Focus)

Scott Duffy – Interim Director of Governance and Communications, Office of Police and Crime Commissioner

Ruth Durham – Interim Chief of Staff, Office of Police and Crime Commissioner

Joscelin Lawson – Director of People and Development (*Present for items 1-11*)

Mike Tait – Director of Finance and IT

Michelle Coates – Governance and Planning Adviser (Secretary)

Apologies:

Darren Best – Temporary Deputy Chief Constable

Helen McMillan – Assistant Chief Constable (Protective Services)

Ged Noble – Temporary Assistant Chief Constable (Local Policing)

OPEN SESSION

1. MINUTES OF THE OPEN SESSION OF JOINT BUSINESS MEETING 30 NOVEMBER 2017

Agreed as a true and accurate record, subject to a minor amendment.

2. MATTERS ARISING

Director of People and Development provided an update on the effectiveness of 'Your Northumbria' advising of a 300% increase in sign up, with email messaging having the greatest take up. The method of sign up is being looked at to make it more user-friendly and corporate messaging to promote uptake will be considered.

3. HMICFRS PEEL: POLICE LEGITIMACY 2017

Director of People and Development provided an update on the current Force position in response to the national recommendations within Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Legitimacy (including leadership) 2017 inspection. Areas for improvement are identified within the report.

Arrangements are in place for local scrutiny of Stop and Search powers. HMICFRS highlighted Northumbria's external scrutiny arrangements as outstanding.

The Commissioner has received correspondence regarding an event about Racism in the Institutions in Newcastle and it was noted that a People's Debate on licensing issues was taking place on either 5th or 12th February.



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Two areas for local improvement were identified:

- i. *The Force should ensure that it publishes up-to-date information on gifts, hospitality, business interests and pay for all senior staff.*

Following discussion, it was agreed that information would be published on a monthly basis. Related Freedom of Information requests can then be referred straight to the published information.

- ii. *The Force should ensure it has effective systems, processes and guidance in place, in which all staff and officers are engaged, to manage individual performance and development.*

Personal Development Review (PDR) usage has increased to approximately 75%. The Director of People and Development advised that a further review in the spring will look at the quality of PDRs.

Agreed:

- i. ***Information on gifts, hospitality, business interests and pay for all senior staff would be published on a monthly basis.***

ACTION: T/DEPUTY CHIEF CONSTABLE

4. RECRUITMENT UPDATE: 2017 CAMPAIGN

Director of People and Development advised that the recruitment campaign is progressing and an assessment centre is yet to be finalised. A further report will follow at the end of February 2018.

The Commissioner queried the 140 new recruits outlined in the current workforce plan being subject to confirmation. She was assured there would still be a requirement for recruitment; it is the level that is to be confirmed.

A discussion took place around attracting the right type of applicant and encouraging more females to apply. More publicity around the awards ceremony was suggested, along with more recognition of regular policing.

The Force currently has a workforce that is 33% female compared with a population that is nearly 50%. The same proportion of female applicants are successful, however whilst 4.7% of applicants are Black Minority Ethnic (BME) which is comparable to the population, BME applicants have a lower success rate. The number and success rate of applicants who are both BME and female was queried. The Force is engaging with women and girls in the West End of Newcastle to build confidence.

Northumbria is involved with mentoring through The Girls' Network where schools are identifying talented young women who would lack family support to reach out for their own careers.

Assistant Chief Constable (Citizen Focus) advised that a review of Equality Board was pending and that she would be taking on the statutory requirement for protected characteristics. She also has oversight of all the staff associations and will be asking senior police personnel to promote.

Director of People and Development advised there are 76 recruitment ambassadors engaging with communities across the Force who should be communicating with schools and careers officers. Posters within schools were suggested and the Director of People and Development advised that there is more work to be done, but it is not seen as a strategic priority.

The Commissioner offered the support of the Office of the Police and Crime Commissioner (OPCC) in engaging with schools.

Agreed:

- i. Director of People and Development to confirm the number and success rate of female BME applicants***
- ii. To an update on the Assessment Centre to be provided at the end of February 2018.***

ACTION: DIRECTOR OF PEOPLE AND DEVELOPMENT

5. CAMPAIGN PLANNER

The previously circulated report and campaign calendars were discussed.

Head of Communications and Engagement is to align internal and external activity, linking with 'YourNorthumbria' and work by the Insight Team.

It was suggested that scheduled inspection reports should be included on the campaign calendar.

The strategic level campaign involving football players in delivering Child Sexual Exploitation (CSE) messages to young people prompted further discussion around the best way to reach young females. It was agreed that the Force should work with Primark in order to engage with young females.

Members agreed that the Force needs to be more proactive in promoting good work. The Commissioner suggested that rather than solely meeting the statutory requirement, responses to Freedom of Information requests could include context of how good Northumbria is, in relation to the national picture.

Update Noted.

6. POLICE (CONDUCT, MISCONDUCT AND APPEAL RULES) (AMENDMENT) REGULATIONS 2017 AND THE POLICE BARRED LIST AND POLICE ADVISORY LIST REGULATIONS

Director of People and Development explained that Northumbria Police is prevented from employing anyone who is on the Barred List, to which the public have access. It was confirmed that the OPCC should also check the List prior to offers of employment although the regulations do not refer to Local Government Bodies, the OPCC is classed as a *Local Policing Body*.

The status of volunteers (including Independent Custody Visitors) is not clear at present, but clarity has been sought from the Home Office (HO).

Agreed:

- i. Volunteer status to be confirmed following further clarification from the HO on whether the Police Barred List will affect volunteers.***



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ACTION: DIRECTOR OF PEOPLE AND DEVELOPMENT

7. UPDATE FROM DECEMBER JOINT INDEPENDENT AUDIT COMMITTEE AND PROGRESS AGAINST THE INTERNAL AUDIT WORK PLAN

The Joint Chief Finance Officer advised that the Annual Audit Plan would return to the Joint Independent Audit Committee (JIAC) in the next few weeks. JIAC is interested in the time put in by auditors.

He also confirmed that the 'satisfactory' outcome from the Human Resources and Training audit was due to one finding involving user access and the issue was dealt with at the time of the audit.

JIAC roles and membership duration are to be reviewed.

Update Noted.

8. APPOINTMENT OF THE EXTERNAL AUDITOR FOR THE POLICE & CRIME COMMISSIONER AND CHIEF CONSTABLE

The Joint Chief Finance Officer summarised highlights from the previously circulated report and confirmed that Mazaars have been appointed as the external auditors for the next 5 years.

Update Noted.

9. FORWARD PLAN

Agreed as an accurate record, subject to:

- i. Medium Term Financial Strategy – 22 February*

10. ANY OTHER BUSINESS

None

11. DATE, TIME AND VENUE OF NEXT MEETING

8 February 2018, 10:00, Victory House, Balliol.



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