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**Title**  
JOINT BUSINESS MEETING

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<b>Date</b>	<b>Location</b>	<b>Duration</b>
30 November 2017	Victory House, Balliol	10:00 – 11:15

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**Present:**

Vera Baird – Police and Crime Commissioner (Chair)  
Winton Keenen – Temporary Chief Constable  
Darren Best – Temporary Deputy Chief Constable  
Colin Christie – Head of People Development (*Present for item 4*)  
Scott Duffy – Director of Business, Office of Police and Crime Commissioner  
Ruth Durham – Director of Policy, Performance and Scrutiny, Office of Police and Crime Commissioner  
Joscelin Lawson – Director of People and Development  
Mike Tait – Director of Finance and IT  
Lisa Bryden – Governance and Planning Adviser (Secretary)

**Apologies:**

Rachel Bacon – Assistant Chief Constable (Citizen Focus)  
Helen McMillan – Assistant Chief Constable (Protective Services)  
Mike Mullen – Director of Asset Management  
Elaine Snaith – Chief Executive, Office of Police and Crime Commissioner

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**OPEN SESSION**

**1. MINUTES OF THE OPEN SESSION OF JOINT BUSINESS MEETING 16 NOVEMBER 2017**

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

**2. HMICFRS ‘STOLEN FREEDOM’: POLICE RESPONSE TO MODERN SLAVERY AND HUMAN TRAFFICKING**

Temporary Deputy Chief Constable provided a brief summary of the findings and recommendations for improvement from Her Majesty’s Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) report ‘Stolen Freedom: the policing response to modern slavery and human trafficking’, published on 24 October 2017.

The Commissioner sought clarity regarding the path of suspected victims who were not accepted by the National Referral Mechanism (NRM).

The use of Community Tension Assessments was also questioned, in relation to modern slavery and human trafficking. Temporary Deputy Chief Constable clarified this template is used to mitigate and manage such situations and that it is recommended by HMICFRS.



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It was noted that the Force referred over half of the police referrals in 2016 (53%) and the Commissioner recognised the positive progress made in this area.

**Agreed:**

- ***Temporary Deputy Chief Constable to provide clarity regarding the path of those suspected victims not accepted by the National Referral Mechanism***

### **3. HMICFRS PEEL: POLICE EFFICIENCY 2017**

Director of People and Development presented the findings and provided an update on the current Force position in response to the area for improvement identified and the national recommendation.

She outlined the number of initiatives being implemented to improve the identification of talent and develop people within the organisation. She also highlighted the link between this and the Force Management Statement and Demand Management, and clarified that Demand Management is due to be presented in January 2018.

Interest was expressed in the effectiveness of YourNorthumbria and the Director of People and Development advised a future update could be provided.

The Commissioner requested further clarity regarding the scope of Digital Media Repository and it was confirmed that currently the system allows access to data for Body Worn Video, Automatic Number Plate Recognition and CCTV only but there are ambitions to widen the scope in future.

The value of Body Worn Video data was discussed and the Temporary Chief Constable advised that the use of Body Worn Video is currently under review to ensure greater efficiency and effectiveness.

**Agreed:**

- ***Director of People and Development to provide a progress update on the uptake and functionality of YourNorthumbria.***

### **4. IMPLEMENTATION OF APPRENTICESHIP FRAMEWORK – PROGRESS UPDATE**

Director of People and Development introduced the Head of People Development.

Head of People Development outlined the details of the new apprenticeship framework within the Force. He confirmed that Northumbria Police started to pay the Levy in April 2017 and to maximise the Levy investment the Force will become a recognised training provider able to deliver the Police Standards, Business Administration and Customer Service apprenticeships. Talks are on-going with local higher education institutes for degree awards and Skills for Justice, City and Guilds (or equivalent) to award the Contact Handler, PCSO, Business Administrator and Customer Service awards.

Director of Finance and IT outlined the next steps of the procurement process.

Head of People Development explained the alternative entry points to the framework and confirmed that current staff can be transferred onto the programme. He raised awareness of the



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possibility of attrition rates increasing as a result of the programme.

Director of Policy, Performance and Scrutiny queried the financial implications of the programme and it was confirmed that there may be scope for income generation in future.

**Agreed:**

- **Director of People and Development to provide a progress report in March 2018.**

**5. SPECIAL POLICE SERVICES – CHARGES FOR UNIFORMED POLICE OFFICERS AND STAFF**

Director of Finance and IT presented the report which recommends increases in Special Police Services rates with effect from 1 January 2018.

He clarified that rates are subject to overtime calculation for ranks up to, but not including, Inspector level.

**Agreed:**

- **To increase the Special Police Services Rate by 3%**

**6. GENERAL DATA PROTECTION REGULATIONS (GDPR)**

Director of Finance and IT advised members on preparedness for the Data Protection Reform arising from the General Data Protection Regulations (GDPR), the Law Enforcement Directive and the UK Data Protection Bill.

He outlined the need to appoint a Data Protection Officer who will play a significant role in the planning, implementation and delivery of the regulations and assured members that discussions are taking place to ensure the OPCC are fully supported and involved in the process.

**Agreed:**

- **To add this as a standing agenda item until implementation of the regulations**

**7. FORWARD PLAN**

Agreed as an accurate record, subject to addition of:

- **Implementation of Apprenticeship Framework – March 2018**
- **Update on Operations Estate – Early 2018**
- **General Data Protection Regulations (GDPR) – Standing Item**

**8. ANY OTHER BUSINESS**

None.

**9. DATE, TIME AND VENUE OF NEXT MEETING**

11 January 2018, 10:00, Victory House, Balliol.



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