

## NORTHUMBRIA PCC MINUTES

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### **Title**

JOINT BUSINESS MEETING

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### **Date**

4<sup>th</sup> October 2018

### **Location**

Victory House, Balliol

### **Duration**

10:00– 12noon

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### **Present:**

Vera Baird – Police and Crime Commissioner (Chair)  
Ruth Durham – Chief of Staff, Office of Police and Crime Commissioner  
Darren Best – Deputy Chief Constable  
Mike Tait – Director of Finance and IT and Joint Chief Finance Officer  
Joscelin Lawson – Director of People and Development  
Helen McMillan – Assistant Chief Constable (Protective Services)  
Rachel Bacon – Assistant Chief Constable (Citizen Focus)  
Scott Hall – Detective Chief Superintendent (Safeguarding)  
Scott Duffy – Director of Governance and Communications  
Lesley Anne-Knowles – Head of Human Resources  
Nitin Shukla – Policy Officer, Office of the Police and Crime Commissioner  
Dean Lowery – Officer of the PCC

### **Apologies:**

Winton Keenen – Chief Constable  
Ged Noble – Temporary Assistant Chief Constable (Local Policing)

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## **OPEN SESSION**

### **1. MINUTES OF THE OPEN SESSION OF JOINT BUSINESS MEETING 6<sup>th</sup> September 2018**

Agreed as a true and accurate record.

### **2. WORKING TOGETHER TO SAFEGUARD CHILDREN 2018**

Assistant Chief Constable Bacon presented a paper to provide an overview of statutory guidance entitled Working Together to Safeguard Children 2018. The report highlighted the current position within Northumbria and the ongoing discussions that are being undertaken with partners.

Det Chief Supt Hall discussed the revisions that have been made within the guidance which wide-ranging and outlines the responsibility of the three safeguarding partners, namely Local Authorities, Chief Officers of Police and Clinical Commissioning Groups to make arrangements to work together to safeguard children.



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It was felt that the current structure of 6 local children safeguarding boards within the Northumbria Local Authority creates a number of difficulties in relation to consistency on performance, thresholds, training and development and learning from Serious Case Reviews. It was noted that in 2015 work was undertaken by the force to bring together key partners at a Strategic Safeguarding Forum with representatives from the 6 local authority areas. This way of working has allowed for a bid for Northumbria to become an early adopter of the revised guidance.

This bid was successful and £63,000 was received to allow for this work to be taken forward. Recruitment for management and administrative support for the project is currently being undertaken.

The Commissioner welcomed the report and the work undertaken by the force to improve the safeguarding arrangements currently in place. She requested that a further update be provided in January 2019 before adoption of the new arrangement by September 2019.

**AGREED:**

- *The report was noted.*
- *That a further update be provided to JBM in January 2019*

**3. TARGETED RECRUITMENT CAMPAIGN: AUTUMN 2018**

The Director of Human Resources presented a report providing an update in relation to the work being undertaken in relation to the forthcoming Police Officer recruitment campaign to increase BME representation within the force.

The 2018 recruitment campaign has been designed to assist candidates from a BME background in overcoming potential barriers through positive action support at each stage of the recruitment process.

The campaign will look to identify up to 50% of the 2019/20 projected requirement, with the remaining number being recruited via a further campaign, expected to roll out during the early part of 2019.

The Commissioner welcomed the report and the positive approach being taken. The Commissioner requested that an evaluation of each stage of the recruitment process be undertaken to ensure that the positive action changes to the process are achieving what they were set out to do.

**AGREED: *That the report was noted***

**4. FORWARD PLAN**

The forward plan was agreed as presented.



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**5. ANY OTHER BUSINESS**

There was no further business to discuss.

**6. Date and Time for Next Meeting**

22<sup>nd</sup> October 2018, 10am, Victory House, Balliol Business Park



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