

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 12 NOVEMBER 2020

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Operations), Assistant Chief Constable (Communities), ACO (Resources), Force Head of Finance and Business Services, Force Head of Corporate Development, Chief Inspector Neighbourhood Policing South Bank (Item 9c), Police and Crime Commissioner, OPCC Chief Executive, OPCC Chief Finance Officer, OPCC Head of Assurance and Statutory Duties, OPCC Statutory Operations Manager.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting conducted via Microsoft Teams to avoid staff contact as per social isolating guidance for Covid-19. Apologies: None received.			
2	Action Schedule Updates	Outstanding actions complete.			
Delivery: Plan on a Page					
3a	Plan on a Page Update	DCC stated Plan on a Page refreshed this year, all staff/officers briefed via Skype – emphasis on culture, values and behaviours. Refreshed comms. Next step to refresh Strategic Delivery Plan and develop strategic outcomes. CC highlighted staff understand Plan and its relevance, especially digital innovation focus. DCC outlined recent performance – recorded crime down 0.6% (per national average), slight drop in calls for service and managing well. Significant officer/staff numbers not on duty due to Covid-19, but coping well.			
3b	Transgender Issues Update	DCC stated College of Policing updated definition of hate incidents. Force have adopted this and continue to educate staff/officers. Disclaimer in place around Stonewall and confirmation Force not part of political element. Melton 2 plans have facilitates that meet transgender issues. Niche system in 2021 will be clearer around hate crime/incident issues. PCC restated reasons for requesting further detail. Report did not answer all issues raised from accountability perspective. DCC accepted further detail required.	PCC to forward the issues requested to the DCC. Further report to cover specific questions raised in order for the PCC to convey messages to the public.	PCC DCC	13/11/20 End of November 2020
Inspections, Audits and Reviews					
4a	Community Speed Watch Update	ACC Operations stated over 400 trained volunteers and rising, weighted towards East Riding and North Lincolnshire. Evaluation and three-year funding agreed. Co-ordinator considering other funding streams and links to wider roads policing. PCC felt further integration needed, with more explanation. Need links to Force Casualty Reduction Strategy and national focus on roads deaths/injuries. PCC requested view on wider picture, with clear strategy around casualty reduction, as area of great future local and national scrutiny.	Develop clear strategy around casualty reduction. Share thematic inspection action plan with PCC when available.	ACC Operations ACC Operations	Update to January 2021 meeting When available

		ACC Operations stated action plan from recent thematic inspection built around approach to road safety, community partnership and enforcement. This will be shared when finalised.			
4b	Overview of CJU and DFU Review Project Progress	ACC Operations provided update on Criminal Justice Unit (CJU) and Digital Forensic Unit (DFU) reviews. CJU: discussed issues and challenges with younger workforce. Pulling together evidence and proposed approach. Further engagement work/workshops taking place. Initial work done around managing demand and wellbeing of staff. Chief Officer Group (COG) to take considered view. Investigating Officer (IO) review element of CJ review will be completed soon. DFU: discussed moving to ISO accreditation that will stand up to scrutiny. Team split between analysis and investigation. Head of Unit commencing next week and Digital Forensic Lead created. Bringing all triage into DFU and adding additional kiosks. Upskilling plan being developed and training introduced. Robotic Process Automation (RPA) being considered. Policy refresh in place. Looking towards innovation and being best in class. DCC stated funding and Home Office (STAR) bids developed. PCC stated that this area of business will grow and wants to see Force as being the best in an area which is key to delivery in future years. This requires significant investment and need real capacity to be built into financial plans. Need to set out ambitious options over a longer period of time.	Ensure capacity is built into future financial plans for DFU. Update on CJU review to next meeting.	ACC Operations ACC Operations	January 2021 January 2021
4c	HMICFRS Update	DCC updated on the HMICFRS (Her Majesty's Inspectorate of Constabulary) thematic around the Covid-19 response. Issues raised were generally positive. ACC Anderson highlighted positive feedback on communications, clear/consistent messages around enforcement, staff surveys, agile working, adapting of policies, maintaining business as usual, and Organised Crime Group (OCG) work management. DCC stated they are not expecting further inspection until 2022, but will continue with assessment and evidence.	Update on HMICFRS to next meeting.	DCC	January 2021
People					
5	People Services Update	ACO (Resources) presented the report. Officers: intake of 48 officers in November 2020 instead of anticipated 60 due to Covid issues. Also aware of 97 uplift. Plan to end year with 2,040 officers. Will comfortably achieve numbers required for March 2021 intake. Recent Inspector results: 22 pass/12 resit 19/11/20. Looking at succession planning. Detectives: just under 500 required, 425 at present – various routes being used including Fast Track and Police Now. PCC asked why Fast Track detectives going at different rate. ACO (Resources) stated delay not cessation due to several issues and that greater support now in place.	Update on People Services to next meeting.	ACO (Resources)	January 2021

		<p>Positive Action Strategy: ACO (Resources) bringing report in January 2021 with detail – good female recruitment results. BAME attrition being looked at, campaign to be launched. Testing results identified anomalies in national process. DCC felt need to do more, albeit adopted all best practice, targeted recruitment and early opening of recruitment window. PCC asked how urgently College of Policing was considering testing process. ACO (Resources) stated they were looking with urgency. Police staff: 1,225 – 1/3rd of way through Target Operating Model (TOM) process. Now also in final stage of recruiting to People Services Team.</p>	Update with detail on Positive Action to next meeting.	DCC	January 2021
Finance					
6a	2020/21 Mid-Year Financial Review	<p>Force Head of Finance and Business Services stated Force was in reasonably good financial position and outlined forecast position and the in-year savings of £1.7m so far (target £2.1m) to offset pressures. Several pressures Covid-related although some lower costs (travel, training, expenses, etc). Underspend of £239k (Officers, PCSOs) and staffing overspend outlined. Reserves £3.3m – estimate £1m used in-year. TOIL and HR exit costs provided for, most of this reserve won't be required. £2.3m will be returned to reserve – timing issue. Requests for dog handler car user allowances and Operation Ardle to be met from reserves and for increase of capital £198k for IT.</p> <p>OPCC Chief Financial Officer stated discussion of Force position - turbulent six months but good position for outturn. Also stated building pressures into MTRS (Medium Term Resource Strategy) as required.</p> <p>PCC asked about non-pay savings and projection for remainder of year. ACO (Resources) considering this at present.</p> <p>PCC also asked about what is in-year vs. sustainable in future and whether this could be tracked.</p> <p>CC stated budget adjustment for Operation Ardell was to be made in-year rather than at the end of the year as was previously agreed between the Force and PCC.</p> <p>ACO (Resources) noted need to take £400-500k out of staff budget.</p> <p>DCC discussed performance impact on reserves and stressed importance of not allowing performance to drop.</p>	Tracking of in-year vs. sustainable in future.	OPCC Chief Finance Officer	December 2020
6b	Code of Corporate Governance	<p>OPCC Chief Financial Officer and OPCC Head of Assurance and Statutory Duties presented the revised Code of Corporate Governance. This has significantly reduced in size and more clearly outlines good governance, delegations and financial regulations.</p>	Develop checklist to enable progress monitoring against the Code of Corporate Governance.	Force Head of Corporate Development and OPCC Head of Assurance and Statutory Duties	March 2021

		<p>They have worked with the Force on the changes. Code to be presented to Joint Independent Audit Committee in December 2020.</p> <p>Agreement of minor change around Section B1 in Appendix 2. OPCC Head of Assurance and Statutory Duties outlined the need to develop a list of how both corporations sole operate, to allow annual testing of progress against the Code.</p> <p>CC stated this was a good piece of work, with minor issues to pick up around tone of the document. HMICFRS are requesting the Code from each Force and the local Code offers a suitable degree of latitude.</p> <p>ACO (Resources) stated the Force could now revise their financial instructions.</p>	Report back from the Force and OPCC on progress against the Code of Corporate Governance.	Chief Constable and OPCC Chief Executive	June 2021
Collaboration and Partnerships					
7	Right Care, Right Person Briefing Paper	<p>ACC (Communities) provided update. Right Care, Right Person went live on 13/05/20. Force is tracking Phases 1 and 2. Next is Phase 3, covering voluntary mental health attendance.</p> <p>Audit so far has identified 187 hours spent by police officers over the one-hour agreed time for handover for mental health attendance. Task and Finish Group currently developing Memorandum of Understanding (MOU) around handover period.</p> <p>ACC (Communities and Partnerships) was also cognisant of the current Ambulance Service and NHS position due to Covid-19.</p>	Update to future meeting of the Accountability Board	ACC (Communities)	January 2021
Risks					
8	Force Strategic Risk Register Update (Exceptions)	DCC stated the removal of the risk around management of data export to the Home Office and Inspectorate – Force now at 99.9% accuracy rate. Remove from risk register.			
Current and Significant Issues: Force					
9a	London Rape Review Update	<p>ACC (Operations) stated that colleagues at Blue Door recently undertook audit around victim engagement. Now asked Blue Door to provide monthly sample for qualitative feedback. These linked case studies now enable live-time feedback into staff around issues such a victim code compliance.</p> <p>Rape Victim Service Improvement Group has recently been developed, chaired by the OPCC Contracts and Commissioning Manager in conjunction with Blue Door.</p> <p>ACC (Operations) outlines Force audit work and RASSO (Rape and Serious Sexual Offences) improvement programme as part of PVP (Protecting Vulnerable People) training programme. New governance in place, considering workload, victim contact and case studies. Revised audit work for PVP has increased positive outcome rates – improving picture but more to do.</p>	Updates on Rape Victim Service Improvement Group to future 1-to-1 Assurance Meetings.	ACC (Operations)	December 2020 and ongoing

9b	EU Exit (Transition)	<p>ACC (Operations) discussed EU transition progress. Two key issues:</p> <ol style="list-style-type: none"> 1. EU activity and traffic disruption: no longer holding sites. 2. Risks posed by loss of EU Criminal Justice tools: Force is managing operational risks and impact of access to key databases and European Arrest Warrants. 	Update on EU Exit (Transition) to next meeting.	ACC (Operations)	January 2021
9c	Retail and Business Crime – Current Force Activity	<p>Chief Inspector Neighbourhood Policing South Bank presented detail. Discussed national research around severity/violence towards business staff and impact on business. Covered issues around previous Operation Sodium approach, aggravating factors, initial handling of investigations and Force not having a policy for criming based on value. Innovation in place now via One Consultation, Disc system in Hull, Smart Water in Scunthorpe, digital asset management system development and use of retail crime evidence packs.</p> <p>Discussed work of Community Safety Unit (CSU) around designing-out crime, training neighbourhood teams how to show businesses risk reduction approaches.</p> <p>PCC asked about where refreshed Business Crime Strategy was at and 'fit' to overall Force approach. PCC felt there was activity but lack of clarity around co-ordination and key outcomes. PCC stated that retail crime needs to be fully embraced by the Force. CC clarified Force approach is around public confidence, victims of crime and crime prevention, not reducing demand and need to put across they are there for retailers – it is about every single victim.</p> <p>PCC stated it was good to see movement towards this approach and now needs confirmation to remove any legacy issues. Also stated the need to reconsider the policy around supporting victims where there are no aggravating factors.</p>	<p>Report providing clearer understanding as to where Retails and Business Crime Strategy fits into overall Force Plan on a Page and strategic aims.</p> <p>ACC (Communities) to reconfirm policy on attendance at retail crime.</p>	<p>April 2021</p> <p>November 2020</p>	<p>April 2021</p> <p>November 2020</p>
Current and Significant Issues: OPCC					
9d	Complaints Review Function Update	<p>OPCC Statutory Operations Manager updated on the service now in place for complaint reviews – Sancus Solutions now providing independent service for the OPCC. They provide resilience needed to maintain business as usual in the OPCC.</p> <p>OPCC has seen increase in complainant contact. 81 cases completed so far. Sancus have upheld 3 out of 20 reviews dealt with and also held discussions with the Force around issues identified around how to improve the complainant experience.</p> <p>The OPCC has completed 81 cases so far (since February 2020). Some cases have also been passed onto the IOPC (Independent Office for Police Conduct) where incorrect review body identified. In respect of learning, agreement has been reached with Head of Professional Standards Department (PSD) that findings will be</p>			

		<p>directed to them with the aim of identifying best ways to disseminate learning.</p> <p>Next step is developing an oversight framework and consideration of aged investigations.</p> <p>DCC stated that the Force was an early adopter and they and the OPCC have worked well to build relationships.</p> <p>Recommendations from reviews were taken to Force Pacesetter meetings.</p>			
9e	Project Update	OPCC Chief Executive provided a brief update on projects within the OPCC.			
9f	Scrutiny Review	OPCC Head of Assurance and Statutory Duties provided a brief update on progress and would be making further proposals in the coming weeks around recruitment of volunteers for a more developed public scrutiny process.			