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## HUMBERSIDE POLICE AND CRIME PANEL

29 October 2024

### PRESENT: -

East Riding of Yorkshire Council	Councillor J Bibb Councillor D Howard Councillor P Smith
Hull City Council	Councillor J Cahill Councillor A Singh Councillor L Tock
North East Lincolnshire	Councillor M Boyd Councillor K Shutt
North Lincolnshire Council	Councillor A Davison Councillor J Davison (Vice-Chair)
Independent Members	Mrs H Chase Mrs S Whittaker MBE (Chair)

The meeting was held at the Ergo Connects Centre, Bridgehead Business Park, Hessle.

- 603 **WELCOME AND INTRODUCTIONS** - The Chair of the Humberside Police and Crime Panel welcomed everyone to the meeting and invited all in attendance to introduce themselves and identify the local authority/organisation they were representing.
- 604 **APOLOGIES FOR ABSENCE - Resolved** – That it be noted apologies for absence had been received from Councillor M Ali (North Lincolnshire Council) and Councillor S Swinburn (North East Lincolnshire Council).
- 605 **SUBSTITUTIONS** - Councillor A Davison substituted for Councillor M Ali (North Lincolnshire Council) and Councillor M Boyd substituted for Councillor S Swinburn (North East Lincolnshire Council).
- 606 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS (SUCH DECLARATIONS ARE TO BE MADE IN ACCORDANCE WITH THE MEMBERS' RESPECTIVE COUNCIL'S CODE OF CONDUCT)** - There were no declarations of disclosable pecuniary interests and personal or personal and prejudicial interests.
- 607 **TO TAKE THE MINUTES OF THE MEETINGS OF THE PANEL HELD ON 11 JULY 2024 AND 31 JULY 2024 AS A CORRECT RECORD - Resolved-** That the minutes of the meeting of the Police and Crime Panel held on 11 July 2024 and 31 July 2024, having been printed and circulated amongst the

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members, be taken as read and correctly recorded.

- 608 **POLICE EFFECTIVENESS, EFFICIENCY AND LEGITIMACY 2023-2025 – HUMBERSIDE** - The Chair welcomed Judi Heaton QPM, Humberside Police Temporary Chief Constable and David Marshall, Humberside Police Deputy Chief Constable to the meeting. Ms Heaton and Mr Marshall had been invited to the meeting to discuss with members the Police Effectiveness, Efficiency and Legitimacy (PEEL) 2023-25 inspection of Humberside Police.

Mr Marshall delivered a presentation which focused on the three outstanding judgements, four good judgements and the one requires improvement judgement that His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) graded Humberside Police. The presentation also informed the members on how effective a service Humberside Police provided to victims of crime.

The Police and Crime Commissioner was then invited to comment on the PEEL inspection report.

Following the presentation, the members asked the following questions –

1. The Force previously received six outstanding grades following the PEEL inspection yet had only been awarded three outstanding grades following the current inspection. The public may believe that the Force was now not performing as well as it did previously. Is this the case?
2. Amongst the furore over the senior leadership observations by HMICFRS, the PEEL inspection report findings appear to have been overshadowed. Have Police Officers/Staff been congratulated on the findings in the report and how was this received?
3. It was especially pleasing that HMIC found that communities receive a good level of service from Humberside Police. However, at a time when maintaining people's perception/confidence in the Force continued to be a challenge, what assurances could you give the public that if they do become a victim of crime, the Force ensured it achieved appropriate outcomes for victims?
4. Please could you explain some of the measures the Force had introduced that had improved the outcomes for vulnerable victims and communities?
5. What could the Force do, if anything, to reduce the number of domestic violence protection orders that were breached? Due to the number of breaches, statistically Humberside was significantly higher than average.
6. What resources had the Force invested in to protect vulnerable people?
7. Please could you explain how 'Humber Talking' had improved

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communication with communities, and was this available across all of Humberside?

8. Please could you explain what measures the Force would put in place in response to the report identifying that it needed to improve how quickly it answered emergency calls?
9. Commissioner, please could you explain the governance framework that was in place at the Office of the Police and Crime Commissioner to monitor the performance of Humberside Police, particularly on the area that required improvement identified in HMICs PEEL report?
10. HMIC Inspector Michelle Skeer stated "I am particularly impressed with how the force uses technology to become more efficient". Please could you give some examples as to what innovative technological measures the Force had implemented to improve its performance?
11. The HMIC PEEL report stated, "personnel told us senior leaders were visible, approachable and very engaging in the force. This was helping to create a positive working environment". Yet in the press release from HMIC, and the letter from Andy Cooke, he shared his concerns about the senior leadership team. What changed?
12. Andy Cooke, in his letter to the Commissioner on 2 October stated that there was an imminent departure of a member of the senior leadership team, as well as other absences. Please could you inform the Panel of the succession/management arrangements that would be implemented to cover these key leadership positions?
13. Has Andy Cooke informed you (PCC) as to how HMIC would, over the next few months, monitor the force, particularly its leadership and culture?
14. Andy Cooke, in his letter, lists the support that was available to both the OPCC and Humberside Police. Please could you confirm if assistance had been sought from external stakeholders and if not, why not?
15. Commissioner, please can you confirm the length of Miss Heaton's extension to her contract?
16. Emma Hardy MP, in her letter to the Panel, stated that, "we have recently been advised of a number of allegations relating to inappropriate practices within the Office of the Police and Crime Commissioner (OPCC) and of allegations of an unprofessional and inappropriate culture within the executive team of Humberside Police". Miss Heaton and Commissioner, are you aware of these allegations, do you agree with the MPs statement and if so, what measures do you intend to implement to ensure this behaviour no longer continues?
17. The MPs also state that "a lack of confidence in the conduct and

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leadership of the current force executive team and the OPCC had also been raised with us". Commissioner, have any complaints about the conduct of the Temporary Chief Constable or any other member of the senior leadership team been raised with the OPCC?

18. HMIC Inspector Michelle Skeer stated that "I am concerned about how this (lack of stability in the chief officer team) may negatively affect the force's performance and culture now and in the future. What measures do you intend to implement to rectify this lack of stability?"
19. Humberside Police Federation issued a press release that stated "Humberside Police Federation was extremely concerned that the executive leadership team was openly dismissive of all concerns raised about the force by both Mr Cooke and the HMIC inspection report". Miss Heaton, please can you inform the Panel of your chief officer's team reaction to the HMIC PEEL report?
20. Miss Heaton/Commissioner, have you contacted the Humberside Police Federation to discuss their members concerns?
21. The Labour MPs, in their communication with the Panel, refer to complaints submitted through Bad Apple. Please can you explain what Bad Apple was and had any contact been made with them to discuss the complaints?
22. Miss Heaton, the Police Superintendents' Association, in their press release dated 17 October, state that "concerns have been shared with the current temporary chief constable, the force's Professional Standards Department and the IOPC" into the culture within the leadership of the Force. Please could you explain what measures you put in place following the receipt of these concerns?

**Resolved** – (a) That Ms Heaton and Mr Marshall be thanked for their attendance, presentation and for answering members' questions, and (b) that the Temporary Chief Constable communicate to the Force the Panel's congratulations on an excellent Police Effectiveness, Efficiency and Legitimacy 2023-25 inspection report.

- 609 **HUMBERSIDE POLICE AND CRIME COMMISSIONER - DRAFT POLICE & CRIME PLAN 2024-2029** - The Chair invited the Police and Crime Commissioner to introduce his draft Police and Crime Plan for 2024-2029.

The Commissioner informed the members that the Police and Crime Plan was issued for his current term of office. It set the strategic police and crime objectives for the area, including the policing which the Chief Constable was to provide and the financial resources the PCC would make available. Several other organisations – including local authorities, the Probation Service, Humberside Fire & Rescue Authority and the Integrated Care Board – were also required to take account of these objectives in carrying out their work.

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The Commissioner added that the Plan was developed after wide consultation with the public, their elected representatives and numerous organisations – including Humberside Police, local councils and other organisations with a statutory role in community safety; community and voluntary sector organisations; and representatives of the business community.

In developing the plan, the Commissioner had also considered other organisations' plans, Government policy and the latest data about the local area. The Plan covered the period 2024-2029. The next Police and Crime Plan for the Humberside area would be published after the elections scheduled for May 2028. This Plan would remain in force until then

The Commissioner guided the Panel through his three key aims, namely engaged, resilient and inclusive communities, safer communities and effective organisations. Included with each aim was the outcomes and objectives.

Following the presentation, the Chair facilitated a discussion between the Panel and the Commissioner.

**Resolved** - That, as part of the Panel's role in enabling the Police and Crime Commissioner to fulfil his statutory duty, the draft Police and Crime Plan be approved.

- 610 **HUMBERSIDE POLICE AND CRIME COMMISSIONER - ANNUAL REPORT 2023-24 - Resolved** – (a) That consideration of the Humberside Police and Crime Commissioner Annual Report for 2023-24 be deferred to the next Panel meeting, and (b) that the Panel did not object to the Commissioner publicising the document.
- 611 **DATE AND TIME OF NEXT MEETING - Resolved** – That the Panels next meeting be held on Tuesday 10 December 2024, commencing at 9:30 am at the Ergo Connects Centre, Bridgehead Business Park, Hessle.
- 612 **ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT BY REASON OF SPECIAL CIRCUMSTANCES THAT MUST BE SPECIFIED -** There was no urgent business for consideration at the meeting.
- 613 **EXCLUSION OF PRESS AND PUBLIC - Resolved** - That under Section 100A of the Local Government Act 1972 the press and public be excluded from the meeting for the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 7 of part 1 of Schedule 12A of the Act.
- 614 **COMPLAINTS REPORT** - The Secretary to the Panel informed the members of a complaint that had been received, which was recorded as HPCP/43.

**Resolved** – That the verbal update be noted.

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