

ACCOUNTABILITY BOARD: ACTIVITY SCHEDULE 13/01/22

PRESENT: Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Crime and Operations), Assistant Chief Constable (Local Policing), Assistant Chief Officer (Resources), Force Head of Corporate Development, Force Head of Finance and Business Services, Force Business Services Manager, Police and Crime Commissioner (PCC), OPCC Chief Executive, OPCC Head of Assurance and Statutory Duties, and for Agenda Item 8a only - OPCC Public Health Business Manager and OPCC Information and Outcomes Analyst.

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Introductions	Meeting on-line due to Covid restrictions. Apologies: OPCC Chief Finance Officer.			
2	Action Schedule Updates	3a: PCC met with HMI Andy Cooke and others – positive meeting and conversation. Praise from HMICFRS and impression of a good force. 3b: CC stated published on web, copies to OPCC and Panel. 3c: PCC requested briefing on FMS pinch-points. 3d: ACO (Resources) updated – cash counting rooms, auction house pilot, storage ordered. S.143 – consider where funding has gone. Positive publicity re criminal proceeds – PCC/CC to take forward.	Key points of FMS to future 1-2-1. Consideration of funding issues for Section 143 powers. Force/OPCC to develop publicity around criminal proceeds.	DCC OPCC CFO/ Force Head of Fin and Business Services Head of Force Comms/OPCC Comms Mgr	February 2022 March 2022 March 2022
Inspections, Audits and Reviews					
3a	HMICFRS Update	DCC updated – period of continuous assessment underway. Some changes by HMICFRS due to Covid. 1-2-1 meetings commenced, core document request now with Force. Fieldwork potentially from 20/06/22 – use this to verify info. Audit function – weekly meetings include peer review results. Making necessary changes. DCC content with progress. OPCC Chief Executive asked about CDI (Crime Data Integrity) – DCC stated 95.4% from latest internal exercise and improvement plan in place. PCC stated this was outstanding. CC added Lancashire visiting identified positive findings and small areas to improve upon.	Internal CDI audit to 1-2-1.	DCC	February 2022
3b	POCA and Funding of Community Schemes	ACO (Resources) discussed review by OPCC Head of Assurance and provided detail on Proceeds of Crime Act (POCA). Force now using £200k p.a. for community schemes. PCC stated good to show public confidence across Force area and was developing community pot. OPCC Chief Executive asked about Regional Organised Crime Unit (ROCU) and arrangement with them around POCA. CC stated split between forces and would look at how to track locally.	Determine tracking of ROCU income lines for crime proceeds. s.27 issue awarding monies to charities. OPCC support if required. Ensure process for fund applications via commands. Six-monthly touch-point for all confiscation monies – mid-term review and out-turn.	CC DCC DCC	March 2022 February 2022 February 2022

		DCC discussed s.27 forfeiture and potential changes around awarding of monies to charities. DCC working with Force Head of Finance and Business Services on this. OPCC Chief Executive stated Force personnel asking OPCC how to apply for POCA funding. DCC stated should be routed via commands.		ACC (Crime and Ops)/ Force Head of Finance	May 2022
Collaboration and Partnerships					
4	ROCU Support for Serious and Organised Crime	ACC (Local Policing) updated on ROCU (Regional Organised Crime Unit) support – discussed tasking process (overt/covert) cross-border and local, and management of investigations. Force content with OCG (Organised Crime Group) disruption, timely ROCU support. PCC outlined regional scrutiny issues and requested greater detail. OPCC Chief Executive stated move to local accountability mechanism - report explains ROCU function/operation, but need performance information (spend, performance, value for money, budget-setting) to build local accountability. CC stated info available through regional crime ACC, will ensure template for reporting.	Develop template for reporting with clear expectations and provide update to next meeting.	ACC (Crime and Ops)	March 2022
Risks					
5	Force Strategic Risk Register – by exception	DCC updated and discussed disaster recovery fund discussed risk. Risk being mitigated, move to Melton 2 will remove issue. Further updates to discuss with PCC.	Update to risk register to discuss with PCC.	DCC	February 2022
People					
6a	People Services Update	Police Officers: ACO (Resources) updated and discussed how to maximise resource availability in different ways whilst minimising abstraction levels. PCC stated need to still recruit significant numbers due to leavers after the uplift has finished. ACO (Resources) provided assurance that pipeline and modelling in place, around 110 per annum. ACO (Resources) discussed degree approach attracting younger people but not older generally nationally. This is being monitored. PCC had also discussed with Force Head of HR and was assured. ACO (Resources) stated plan for 2,222 officers at end of Year 3 Uplift and looking at detail at Resource Management Group. ACO (Resources) outlined work to increase detective	Modelling work re future recruitment pipeline to future 1-2-1. Report on use of Special Constables to next meeting.	ACO (Resources) ACO (Resources)	March 2022 March 2022

		<p>numbers, with 30 Police Now, 46 Fast-Track and 15 internal detective route. More work to be done and longer process to become a detective.</p> <p>PCSOs: Currently under-strength but Operation Uplift has increased police officers on neighbourhoods.</p> <p>Police Staff: 183 were previously at risk in 2021/22, but zero redundancies required due to good planning.</p> <p>Apprenticeships: Now claiming levy for police officers.</p> <p>Kickstart: 4 now full employment with the Force.</p> <p>Special Constables: CC confirmed not undertaking degree route.</p> <p>PCC asked about sickness levels and impact of Covid - ACO (Resources) stated usually 4%, rose to 6% but currently around 5% - strict monitoring in place (150-170 Covid absences at present), regional average around 11%, positive trajectory.</p>			
6b	PEQF Update	<p>ACO (Resources) covered detail behind PEQF (Police Education Qualifications Framework) at Item 6a.</p> <p>PCC asked about role of new officers when not studying - ACO (Resources) stated on patrol and ACC (Local Policing) managing time between operational and studying.</p> <p>PCC asked how Force attracted police officers. ACO (Resources) outlined promotion of whole package (area, pension, promotion prospects). Outlined deletion of PEQF lowest pay-point zero.</p> <p>OPCC Chief Executive requested greater detail (including diversity, attrition, risks and opportunities) to next meeting to enable PCC to have greater debate around impact PEQF approach. CC stated not all this information is available at present but outlined although there may be margins to gain via compressing study time, risk have been seen in some forces. PCC could assist asking question around when there will be a national post-implementation review to understand opportunities, risks and costs.</p>	PEQF detail (including diversity, attrition, risks and opportunities) to next meeting.	ACO (Resources)	March 2022
Finance					
7	Finance Update	Force Head of Finance and Business Services updated and mentioned additional uplift grant being used to fund Police Now. No change in planned use of reserves. Reprofitting around £4m primarily on estate issues, also reprofiling of vehicles. Savings target	<p>Hot-spot policing in future report – also Power BI access for OPCC.</p> <p>Overtime report and covid funding to next meeting.</p>	DCC	March 2022
				ACO (Resources)	March 2022

		<p>summary is as previously reported. Covid grant allocated £590k, £462k remaining. Virement for funding of Police Now detectives.</p> <p>Settlement – funding 129 officers in uplift (greater than 120 expected) includes 7 for ROCU (Regional Organised Crime Unit). MTRS (Medium Term Resource Strategy) drafted – OPCC Chief Finance Officer putting information together for Police and Crime Panel. Estimating 2.5% pay award for 2023, pay underspend in previous two-years – reserves and MTRS to mitigate financial risk.</p> <p>PCC stated that pay award could potentially be greater than 2.5% and outlined early precept survey results, 80% consent re £9.99 for Band D, and around 50% stated £14.99 although risk of referendum.</p> <p>PCC asked whether local overtime figures related to Covid and if fund could be utilised. ACO (Resources) stated they were already undertaking work on this and will bring a report on overtime.</p> <p>DCC discussed hot-spot policing- OPCC Chief Executive stated this should be reported on in future. DCC clarified funds will be spent.</p>			
Current and Significant Issues: Force					
8a	VAWG Update	<p>ACC provided update on work and feedback from DA survey.</p> <p>Work of Dr Jessica Taylor to leadership team complete and workbooks developing for staff/officers.</p> <p>Misogyny results outlined. Work on disproportionality of victims to commence around new Control Room and outcomes for different crime groups.</p> <p>VAWG partnership group in place and self-assessment undertaken.</p> <p>VAWG IAG (Independent Advisory Group) held first meeting in Dec 2021 – good feedback/involvement, future meetings bi-monthly.</p> <p>Operation Conquest discussed issues in night-time economy – working with licensing, street angels, etc. Awaiting latest figures. PCC asked how well it was working – ACC (Local Policing) stated awaiting sufficient data and will share with PCC, but was making a difference and working.</p>	<p>Dr Jessica Taylor recording for PCC.</p> <p>Involve OPCC Victims Officer with Force work with Dr Taylor.</p> <p>Op Conquest results to future 1-2-1.</p> <p>‘Ask Angela’ update to next meeting.</p>	<p>ACC (Local Policing)</p> <p>ACC (Local Policing)</p> <p>ACC (Local Policing)</p> <p>ACC (Local Policing)</p>	<p>January 2022</p> <p>January 2022</p> <p>March 2022</p> <p>March 2022</p>

		<p>Street-safe App developed and key issues raised include large groups, CCTV, and lighting concerns raised in expected locations.</p> <p>Concerns around spiking incidents – work ongoing in Hull, local authority on board. At national level, forensic testing not showing significant issues but will continue to track. Little reporting recently and media issues reduced.</p> <p>PCC mentioned ‘Ask Angela’ approach and how it was working. ACC (Local Policing) to get information, mainly for Hull. OPCC Chief Executive raised an issue – ACC (Local Policing) stated feedback provided. OPCC Chief Executive raised issue of Safeguarding Governance Unit and how to report. ACC (Local Policing) stated process well published at time of survey but needed be refreshed and outline routes available. Feedback positive for those who utilised.</p>			
8b	Community Speedwatch Trial	<p>DCC updated - CSW (Community Speed Watch) now operating since 2019 with objective to engage and empower communities.</p> <p>Local research trial highlighted less speeding and higher visibility, outlining that CSW is working. PCC asks about expansion of scheme and Safer Roads Humber (SRH) funding. DCC discussed need to expand scheme and ensure training, safety, etc in-line with other activity. PCC stated need for SRH to support further.</p> <p>CC stated that CSW provides public confidence/engagement and trust, so need to identify blockages. Should be encouraging more in local villages and areas to take this up.</p>	Consider how to encourage SRH to better support CSW.	ACC (Crime and Operations)	March 2022
Current and Significant Issues: OPCC					
8c	Independent Custody Visitors and Appropriate Adults	<p>OPCC Head of Assurance updated on Independent Custody Visitor (ICV) Scheme and recent recruitment. 23 volunteers now being vetted and ready to commence visits in March 2022. Use of technology and improved reporting to Force/PCC will be in place. Appropriate Adult (AA) scheme run by Hull University Students Unit being restarted in February 2022 – slight delays due to App still being developed, but students trained to national standards.</p>	Update to next meeting on progress.	OPCC Head of Assurance and Statutory Duties	March 2022

8d	PCC National Review Part 2	OPCC Chief Executive stated that national update due December 2021, but still not materialised. Will update when available.	Update to next meeting.	OPCC Chief Executive	March 2022
8c	Domestic Abuse Christmas Campaign	OPCC Chief Executive outlined the campaign and different focus this time, targeting perpetrators directly. Reached over 750k people, 76k video views, 1.5k click-throughs to direct resources. Cost of campaign was less than £15k. Triangulating results with DA partners around self-referral rates, etc.	OPCC Domestic Abuse Christmas Campaign report to share with Force.	OPCC Chief Executive	January 2022
8d	NIOC (Not In Our Community) Update	OPCC Chief Executive presented campaign at a national conference and now been contacted via NPCC (National Police Chiefs Council) directly to assist in taking campaign nationally – need to ensure clear links between Force/OPCC. OPCC arranging meeting with NPCC.	Provide OPCC with Force links for NIOC. Put NIOC links onto Force website.	CC CC	January 2022 January 2022
8e	PHADA (Public Health Approach to Domestic Abuse)	OPCC Public Health Business Manager and OPCC Information and Outcomes Analyst joined the meeting to create greater awareness of PHADA approach. Stated interventions around reducing harm and reoffending – developing multi-agency DA approach. Strategic partnership in place – includes DCC and Local Authorities (Public Health Directors in future) looking at joint intervention approach. Serious violence duty likely in future by not yet mandated – DA and sexual abuse to be mapped under serious violence. Developing evidence-led methodology with police data initially – but partner data and VAWG survey in future. Early findings from survey due March 2022 – around 2,000 respondents (inc. young people). Currently looking at risk and protective factors through two research interns with Hull University focusing on early interventions and children affected by violence. Perpetrator profile indicates why focus is on DA. £147m cost of DA locally, based on overall cost per incident – not just police costs. Data shows direct link between deprivation and DA levels, with three-quarters being male perpetrator aged 24-29 years. Locally, half of ward areas have levels of DA above national average.	Determine how to link in with the OPCC PHADA Approach.	CC/DCC	February 2022

		DCC asked about interventions, future direction of work and how it could provide a guide. OPCC Public Health Business Manager stated first steps included wrapping something around a small number of schools and interventions. There are issues getting Public Health on board, but Safer Schools approach could be used. DCC stated he was supportive of the principles and reporting back will be via the ACCs. CC/DCC to determine how to link in with this work – possibly via Head of Protecting Vulnerable People.			
8f	Draft Measures	Report on draft Police and Crime Plan and National measures.	Arrange meeting between DCC, Head of Corporate Development, OPCC Chief Executive and Head of Assurance to take forward discussions.	OPCC Head of Assurance and Statutory Duties	January 2022