



**North Yorkshire Police / PCC for North Yorkshire
Record of Meeting**



Meeting: Corporate Performance Delivery and Scrutiny Board
Date and Time: Tuesday 22nd December 2015 at 13:30hrs
Location: City of York Council, West Offices, Station Rise, York, YO1 6GA
Chair: Dave Jones / Julia Mulligan

1. Attendees:

Name	Role
Dave Jones (DJ)	Chief Constable
Julia Mulligan (JM)	Police and Crime Commissioner
Tim Madgwick (TM)	Deputy Chief Constable
Maria Earles (ME)	Head of Organisation and Development
Ken McIntosh (KM)	Assistant Chief Constable
Lisa Winward (LW)	Chief Superintendent
Joanna Carter (JC)	Chief Executive Officer
Jane Palmer (JP)	Chief Constable's Chief Finance Officer
Richard Flint (RF)	Head of Estates and Logistics
Richard Anderson (RA)	Superintendent Partnerships
Ken McIntosh (KM)	T/Assistant Chief Constable
Michael Porter (MP)	Chief Finance Officer
Will Naylor (WN)	Chief of Staff OPCC
Mike Stubbs (MS)	Federation
Rosie Holmes (RH)	Head of Human Resources and Training - For item 5 only
Annette Canning (AC)	Senior HR Manager - For item 5 only
Leanne Dudhill (LD)	Leadership and Engagement Manager - For item 5 only

Apologies:


Name	Role
Jenni Newberry (JN)	Head of Commission and Partnerships
Paul Kennedy (PK)	Assistant Chief Constable
Leanne McConnell (LM)	Head of Criminal Justice

Items and decisions:

No	Discussion	Outcome / Decision
2.	The minutes of the previous meeting dated 23 rd November 2015 were approved as a true and accurate record of events.	For information
3.	<p>Corporate Performance Delivery and Scrutiny Board Forward Planner</p> <p>Discussions took place as to the meeting planned for January and the financial review. Funding information has recently been received and so preparations are being made.</p> <p>JM requested that the forward planner be amended to ensure that the vulnerability items are brought back to Corporate Performance sooner than currently planned.</p> <p>The forward planner, terms of reference and format for future meetings will be reviewed and agreed in January 2016.</p>	For incorporation into the forward planner
4.	<p>Questions from the public</p> <p>One question was received from a member of the public, outlined below, and the answer provided will be available on the OPCC website.</p> <p>Question 1 – Neil Wilby – Code of Ethics</p>	For information
5.	<p>Thematic – Priority 6 People First</p> <p>A presentation was provided by KM, RH, LD and AC, and this is attached to the agenda for the meeting. Further items queried and clarified below.</p> <ul style="list-style-type: none"> • The drop in events for the Physiologically Safe Manager offer blood pressure checks / the opportunity to speak to occupational health nurses, and support for stress related welfare. “Drop in” sessions are available and are completely confidential. There has been a good take up to date and a couple of referrals have been made by the nurse to the GP. • Findings from the Wellbeing Survey shows an area of opportunity for managers. The survey shows that 75% of the organisation are “THRIVING”. A “good” organisation is estimated to be in the 80’s, and an excellent organisation estimated to be in the 90’s. North Yorkshire Police will re assess the organisation following the wellbeing and leadership developments to demonstrate whether actions have been successful. • Federation welcomed the programme of work which recognises the realities of what some officers and staff have to deal with on a daily basis. • The work programme is based on the best national data available to us. • The key objectives of the programmes are so individuals in supervisory positions understand what their responsibilities are, are well equipped to deal with and develop their teams, and also can demonstrate the behaviours we would expect. • It is critical that managers are skilled to manage with the changing environments they are facing. Feedback has been overwhelmingly positive. • The training offered differs from the training that has been traditionally offered in 	For information

	<p>the past which has been mainly operational focused. This will continue but with wider leadership development.</p> <ul style="list-style-type: none"> • An aim is to try to effect a cultural change by empowering managers and staff to take on their responsibilities rather than relying on processes. • The new Origin system has been introduced to reduce bureaucracy and promotes self-service. • The nationally driven job description changes mean that North Yorkshire Police can now align and baseline role profiles so skills requirements can be better understood. This is very much needed for the promotional aspect of policing. • A survey has been circulated on agile working which only gave limited details about what agile working involves. The aim was to find out what people know about it to this point, what potential barriers would be and what people think the benefits would be. The aim of this is to create a baseline so requirements can be assessed and training etc can be tailored to meet these and understand the work required. 	
<p>6.</p>	<p>Affordability A financial overview was provided by Michael Porter as follows:</p> <ul style="list-style-type: none"> • The PCC has been informed by the Government that ‘Total central Government resource funding to policing, including funding for counter terrorism, will be reduced by 1.3% in real terms over four years. Taking into account the scope that you have to raise local council tax, this means a flat real settlement for policing as a whole.’ And that ‘You should plan on the basis that the overall referendum limit for police precept will be maintained at 2% over the Spending review period for Police and Crime Commissioners in England.’ • This is very important because it means that any policing area which decides to freeze the local policing precept will in reality have its funding cut. • The Funding Settlement for 2016/17 will see a 0.6% reduction in the Government Grant received within North Yorkshire which equates to around a £400k reduction. • North Yorkshire is less dependent on government grant than most Policing Areas, as it receives a higher proportion of its funding from the local council tax payer, which should aid in maintaining services going forward. This tax base has also grown over the last year by around 1.4%. • If North Yorkshire then increases the police precept by 2% for 2016/17 the organisation should have around £1.8m more funding available in 2016/17 than it had in 2015/16. • This £1.8m however should be seen in the context that national changes to pensions, resulting in higher National Insurance Contributions, and Nationally agreed pay awards increase the costs in 2016/17 by around £3m in comparison to 2015/16. • Savings will therefore still be required. • Precept consultation will commence shortly, with a decision due to be made in January on what precept to propose to the Police and Crime Panel. The survey will be available on the OPCC website. 	
<p>7.</p>	<p>Performance / Outcome Update An outline of the performance figures attached to the agenda was provided by Chief Superintendent Lisa Winward.</p>	<p>For information</p>

	<ul style="list-style-type: none"> • Discussions took place around Harassment Notices (HINS/ local called PINS) as there has been national criticism on how these have been used. DS Costello and the OPCC have created a report to provide insight on this area. • Discussions took place over DBS disclosures and KM explained the process for disclosures. • Since the last meeting Roads Policing staff have been recognised twice nationally for the quality of their work and commitment. • Safety camera van report – a transparent report is requested on Safety Camera Vans so the public can see the good they do and the lives they save, to include the following areas; <ul style="list-style-type: none"> ○ what do they do? ○ where they go? ○ what are they there for? ○ what offences do they pick up? • ASB – there is the requirement to demonstrate how the community safety hubs are having an impact on ASB. Supt Anderson is doing this piece of work. 	
<p>8.</p>	<p>Priority Delivery Strands</p> <p>a) Priority 1 -Protect Vulnerable People</p> <ul style="list-style-type: none"> • No exceptions to report <p>b) Priority 2 – Cut crime and anti-social behaviour</p> <ul style="list-style-type: none"> • No exceptions to report <p>c) Priority 3 – Prevention and Early Intervention</p> <ul style="list-style-type: none"> • No exceptions to report <p>d) Priority 4 – Improve Victim Care</p> <ul style="list-style-type: none"> • Victims work being looked into in the New Year <p>e) Priority 5 – Transforming the organisation</p> <ul style="list-style-type: none"> • First black boxes fitted this month • Video conferencing facilities launched last week <p>f) Priority 6 – People first</p> <ul style="list-style-type: none"> • No exceptions to report <p>g) Priority 7 – Partnership and Commissioning</p> <ul style="list-style-type: none"> • The s136 suite at Bootham is reopening • Discussions are taking place with partners about the future of street triage. • A decision has been made nationally for custody healthcare provision to remain the responsibility of the Police. This follows a 2 year national assessment of the future delivery which will follow a national specification. • Partners Together York have won a national award in relation to Care, and North Yorkshire Police have committed to continue to work with them 	

	<p>h) Priority 8 - Affordability</p> <ul style="list-style-type: none"> No exceptions to report 	
9.	<p>Twitter questions</p> <p>The below questions were received via twitter from Neil Wilby.</p>  <p>Neil_Wilby I already have answer: @ChiefNYP allows senior staff to breach Code of Ethics https://t.co/2MC36p9KjI #NYPScrutiny 1:43pm, Dec 22 from Twitter for iPhone</p> <p>Neil_Wilby For good measure you can throw in this further breach of Code of Ethics by C/Supt Taylor: https://t.co/rh9toBCPBu @ChiefNYP@northyorkspcc 1:46pm, Dec 22 from Twitter for iPhone</p> <p>Neil_Wilby Where, precisely, do these ethical breaches fall under your 'Putting people first' PR mantra? @ChiefNYP @northyorkspcc #NYPScrutiny 1:48pm, Dec 22 from Twitter for iPhone</p> <p>Mr Wilby was thanked for providing the information. It was confirmed that all complaints are dealt with according to regulations and this information would be processed as normal.</p>	
10	<p>Any other business</p> <ul style="list-style-type: none"> JM thanked the policing staff of North Yorkshire Police for all the work due to be done over the Christmas and New Year period, as well as all the work done over the last 12 months. 	
11	<p>Date of Next Meeting:</p> <ul style="list-style-type: none"> Tuesday 26th January 2016 at 13:30hrs in Room 1 at the Evolution Centre in Northallerton 	

Actions Agreed:

No.	Action / Update	Owner	Date Issued	Date Closed
95	<p>Performance</p> <p>To fully communicate the trends for road safety through Dave Brown before the launch of the safety camera vans</p> <p>28.04.15 - Draft report seen by CC, and as a result of feedback a further draft to be finalised this week. LW to confirm a reasonable date. JM and JC to review report as soon as possible.</p> <p>26.05.15: Feedback from W Naylor, OPCC, provided to Head of Corporate Comms. Update to be provided at next meeting.</p> <p>22.06.15: Intended date for 1st annual report March 2016 however it is hoped to bring this forward. WN liaising with the appropriate parties to ensure dates are appropriate. The national stats are due shortly. It is important to demonstrate to the public that this is what the measures are there for, rather than raising revenue, and demonstrate what has been delivered and that the money they have raised is invested back into Road Safety.</p>	<p>DCC Madgwick</p>	10.12.14	

	<p>28.07.15 – Summer campaign launched. OPCC Chief of Staff now has the report and is progressing the annual report</p> <p>25.08.15 – Ongoing</p> <p>22.09.15 - Ongoing. First draft to be available shortly following discussions at Executive Group around timings.</p> <p>27.10.15 - WN provided an update and confirmed that feedback is still being fed into the report. A target date is set for publication before the end of the year. This report will provide up to date information on where we are now and in future the force will produce a road safety strategy to which will be integrated into the annual reporting process.</p> <p>Update - Being progressed. The paper is with WN in relation to one part of the report but TM has produced the policing the roads strategy for approval in January.</p>			
112	<p>To write formally to health partners in connection with their inclusion in an integrated North Yorkshire Multi-Agency Safeguarding Hub (MASH).</p> <p>Update – TM has made contact with Michelle Carrington Deputy Chief Nurse for York to try and address the issue in York before moving onto the North Yorkshire area. There is representation which we have requested is made regular, and have received assurances. Any issues to be reported back through D/Supt Nigel Costello. Closed</p>	Tim Madgwick	27.10.15	22.12.15
114	<p>Procurement: Discussions to take place at Regional Collaboration Board and update to be brought back to the December meeting.</p> <p>Discussed at RCB. Head of Procurement brought a discussion paper looking at putting resources in to achieve more from joint collaboration. Agreement was to support this and to look across range of other areas in line with the ongoing savings target. A schedule of activity and cost savings will be progressed and brought back to RCB. NY PCC takes over the chair from 2016.</p>	Joanna Carter	23.11.15	22.12.15
115	<p>PERFORMANCE - A report has been created to look at factors which could affect an increase in crime as well as trends which is to be shared.</p>	Paul Kennedy	23.11.15	