

NORTH YORKSHIRE POLICE STRATEGIC RISK SUMMARY

Risk Ref	Corporate & Policing Priority	Risk Description	Risk Cause	Risk Consequence	Mitigating Activities	Risk Rating
6390	Transforming the organisation Partnerships and commissioning	Comprehensive Spending Review 2016-2020 – Announced Autumn 2015	National Government Requirement	Reduced Government Budget Allocation for NYP	<ul style="list-style-type: none"> • NYP already had current saving plans in place. • NYP had also identified savings for the next Comprehensive Spending Review (CSR) period 2016/17-2019/20. • The force undertook in depth reviews on: The Operational Policing Model (OPM), allocating resources where they were needed most, reviewing demand profiling and • Implemented Investigation Hubs, freeing up officers by undertaking file and evidence development. • Set up an Affordability Group to look at the potential for achieving savings of £20 million on a range of scenarios being delivered over the next 3 years. • The final funding settlement for 2016/17 was not as bad as expected but NYP still need to deliver savings and efficiency plans to be in a healthy financial position . • The force's priority is to redouble efforts on Protecting Vulnerable People over the next year, and it will 	CLOSED

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					<p>take some investment to do this.</p> <ul style="list-style-type: none"> The Chief Constable (CC) and the Commissioner and Office of the Police and Crime Commissioner (OPCC) continue to work together to review working practices and process to ensure NYP are fit for the future. NYP still continues work to make the savings identified through the Affordability Group. The Final revised Police Funding Formula which will come into play from April 2017, will have impacts on police funding. This risk is to be closed and a new risk opened under the heading Funding Formula . 	
6386	<p>Transforming the organisation</p> <p>Partnerships and commissioning</p>	Change in Political Direction - May 2015	Government Political Agenda Changes	<p>Changes to NYP's Structures and Functions</p> <p>Legislation changes brought about by the Queens Speech</p>	<p>Bail:</p> <p>There are national proposals to make major changes to bail legislation. The force recognises that these changes are likely to have an impact upon force capacity, processes and procedures and actions are being undertaken to monitor and prepare for the changes in legislation.</p>	

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					<p>Mental Health vulnerabilities: Individuals who are detained suffering with mental health issues within the York, Northallerton and Scarborough custody areas are taken directly to a place of safety. Harrogate will be in place shortly.</p> <p>NYP have embedded mental health professionals within the Force Control Room (FCR) and Custody staff have received training in mental health and alcohol issues.</p> <p>The force has stated its position with health partners that the detention of children under 18yrs of age in police custody solely under s.136 Mental Health Act (MHA) is to be regarded as a "Never Event". The detention of any person, regardless of age, in police custody solely under s.136 MHA is to be regarded as a "Serious Incident" and is subject of multi-agency review.</p> <p>In respect of reducing the current 72hr maximum detention period in any place of safety, the number of custodial detentions</p>	

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					<p>under s.136 MHA is becoming a rarity, as Health-Based Places of Safety facilities have become available across the county, and the period of detention in such cases is generally in the order of a few hours.</p> <p>The proposed extension of s.136 MHA to any place other than a private residence, – where someone is deemed to have mental capacity and is significantly mentally distressed in their home. In such circumstances, and particularly out-of-hours, there are practically no lawful tactical options for either police or ambulance to intervene. Sir Paul Beresford MP has requested a review of this section of s.136 MHA.</p> <p>North Yorkshire Police began a pilot of Mental Health Triage in the Force Control Room (FCR). This service is intended to provide a readily available source of advice and guidance to staff with concerns about the mental well-being of people, and also to members of the public who phone NYP whilst experiencing mental distress.</p>	

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6392	Protect vulnerable people Improve victim care	Child Sexual Exploitation - National Interest	Current National interest/publicity and Her Majesty's Inspectorate of Constabularies (HMIC) programme of Inspections	Changes to ways of Working/Reporting for Specialist Teams	<p>The force has recently been subject to a Her Majesty's Inspectorate of Constabulary (HMIC) inspection in relation to Effectiveness, which included a specific focus on vulnerability. Both Child Sexual Exploitation (CSE) and Missing and Absent Children were a particular focus of this inspection.</p> <p>HMIC provided an early indication of some of the positive work being undertaken by the force as well an indication of areas for improvement. These areas are currently being explored and integrated into plans to enable the force to commence improvements prior to the publication of the final report.</p> <p>In addition to the above the force also put its self forward for a peer review undertaken by the College of Policing. Written outcomes of this review and any identified areas of improvement will be considered in within the CSE plans.</p> <p>Child Protection The force is developing its child protection action plan and overarching</p>	

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					<p>vulnerability action plan. The force has a CSE action plan in place. The force is forming a Historical Child Abuse Investigation Team to investigate allegations of historical sexual abuse.</p> <p>Multi Agency Child Protection Arrangements (MACP) The Vulnerability Assessment Team (VAT) was launched in January 2016, providing a single point of contact for safeguarding concerns across York and North Yorkshire. The work of the team is critical in the multiagency response to protect children and vulnerable adults from abuse.</p> <p>The team links in with other agencies either directly and virtually to understand the whole picture of concerns. Cases are also referred into the new Vulnerable, Exploited, Missing and Trafficked (VEMT) process. These are multi-agency meetings to share information and agree joined-up action plans to protect specific victims.</p> <p>Child Sexual Exploitation (CSE)</p>	

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					<p>NYP recently undertook a review of their approach to CSE. The review found that NYP can improve the way they identify and escalate information about those at risk.</p> <p>NYP have now joined forces with the “It’s not OK” – an ongoing internal and external initiative to raise awareness of CSE amongst officers and staff at North Yorkshire Police.</p> <p>The new Police Vulnerability Assessment Team will assess CSE intelligence, along with information held by other agencies, and escalate relevant cases to the multi-agency process that deals with vulnerable, exploited, missing and trafficked people (the VEMT).</p> <p>The force is expanding its resources to tackle vulnerability, this includes expanding the Serious Crime Team, Integrated Offender Management, Digital Forensics and child abuse investigations, online / cyber-crime investigations.</p> <p>Missing/Absent & Groomed Children</p>	

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					<p>The Vulnerability Assessment Team (VAT) contains a Missing from Home Co-ordinator. Cases are referred into the new Vulnerable, Exploited, Missing and Trafficked (VEMT) process. These are multi-agency meetings to share information and agree joined-up action plans to protect specific victims.</p> <p>Additional training is to be rolled out in areas of vulnerability, including training focussing on modern slavery and human trafficking.</p> <p>Honour Based Violence (HBV) HMIC requested all forces to conduct a self-assessment in relation so called HBV which included Female Mutilation (FM) and Female Genital Mutilation (FGM). Following which the HMIC selected a number of forces to visit in order conduct a thematic review, the outcome of which is yet to be published. When it is made available, the force will review the recommendations in order to identify areas for improvement.</p> <p>Female Genital Mutilation (FMG)</p>	

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					The force refreshed the Domestic Abuse problem profile in November 2015. This incorporates Forced Marriage; So-called Honour-Based Abuse; Stalking and Harassment; Female Genital Mutilation and Domestic Abuse. FGM recommendations are incorporated within the force internal domestic abuse action plan.	
6405	Improve victim care	High number of National Government & National Criminal Justice Projects for implementation	National projects and initiatives	Financial Cost Implication Changes to Operational Policing Function	<p>An impact assessment has been completed on the National Criminal Justice (CJ) transformation agenda and additional resource is being secured to progress these initiatives.</p> <p>Case File Quality The force has developed a comprehensive action plan in order to drive improvements in relation to case file quality. This includes working closely with partners, rollout of a force-wide training programme, and implementation of a temporary dedicated Case Quality Review Team.</p> <p>A review of the Case Quality Review function has been commissioned which will analyse data relating to improvements</p>	

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					<p>that have been made in file quality since the implementation of the temporary team.</p> <p>Further file quality and investigative standards training days will take place in summer and autumn 2016. This will be delivered to all officers from Constable to Inspector rank will concentrate on Investigative Planning.</p>	
6391	Transforming the organisation	Recommendations arising from National external inspections which have an impact on NYP	Increased number of external inspections leading to increased number of National recommendations with short deadlines that may have a resource/financial impact on NYP	Financial Cost Implication Changes to Operational Policing Function	<p>A quarterly report is submitted to the Joint Independent Audit Committee (NYPs Scrutiny meeting) listing HMIC risk status, HMIC decisions on risks/recommendations, Internal Audit risk status, Strategic risk status and Business Continuity issues.</p> <p>HMIC is discussed at the ACCs performance meeting the Operational Delivery Board. This is where resources and preparation is discussed for pending HMIC Inspections.</p> <p>The Risk and Assurance Manager completes a force compliance calendar which is governed by the Joint Corporate Risk Group (JCRG) this gives the heads</p>	CLOSED

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					<p>up on external inspection activity that has been planned by HMIC for the coming year.</p> <p>In 2015 the first full round of Police Effectiveness, Efficiency and Legitimacy (PEEL) inspections took place. Learning and best practise from the preparation for the 2015 inspections has led to a refreshed preparation timeline being produced. This risk has been mitigated and can therefore be closed</p>	
6399	Transforming the organisation	Internal ability to respond to and manage an ever increasing change programme	National priorities, external inspections, reduction in Government funding	Financial Cost Implication Ability to respond to changes	<p>An organisation plan on the complete change programme has been completed to understand the gaps and prioritise the work.</p> <p>Arrangements for continuous updates to the organisation plan are in place through the Business Planning process which also supports the Risk Management and Governance process. This will help identify relevant resources needed for ongoing and new change initiatives.</p> <p>The forces Human resources HR Department is reviewing recruitment process for specialist roles to see if</p>	

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					improvements can be made.	
6377	People first	Adverse / Extreme Weather - including unusual, severe or unseasonal weather *Cold *Ice *Snow *Heat *Flooding *Storm *Rainfall	Abnormally low temperature levels (increased risk of snow and ice) High winds, wind speeds as low as 23 knots (43km/h) can cause significant damage Flooding (Coastal and Inland) Abnormally High temperature levels (increased risk of drought and heat related illness)	Financial Cost Implication Disruption to Operational Policing Functions	<ul style="list-style-type: none"> NYP continues to monitor weather forecasts to ensure the organisation is prepared and forewarned. The force has invested in agile working initiatives that will enable officers and staff to perform their duties away from a central/police premises. The initiatives will allow officers and staff the tools to maintain activities and productivity even if affected by adverse and extreme weather. There is a caveat that the impact adverse weather can have on personal contingencies and partners agencies may still restrict the ability to maintain activities and productivity. (e.g. schools closed) 	
6378	People first	Pandemic and Epidemic Diseases	The World Health Organisation (WHO) monitors a number of diseases Current cases being managed by the	Increased policing support required to aid the NHS / local authorities manage any cases Disruption to	<ul style="list-style-type: none"> Pandemic / Epidemic response plans have been created to support NYP's internal management of a pandemic situation. Consideration is given to supporting mutual aid where needed, which may have an effect on NYP's operational 	

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			WHO include the outbreak of the Ebola Virus Disease (EVD) in West Africa, first reported in March 2014	Operational Policing Functions Long term loss of key staff	capability resulting in reduced service. <ul style="list-style-type: none"> There is work ongoing to support the Health and Safety Department in publishing and maintaining the Blood Borne Virus Procedure. 	
6379	People first	Industrial Action by NYP Staff and other Public Sector Organisations	Unions debating on strike action due to the cost of living against fair wages. Unison is campaigning for better and fairer pay During Dec 2014 - January 2015 NYP experience the risk of a proposed Police Staff strike by members of Unions (Unison, GMB and Unite) across the country Trade unions formally rejected a pay increase of 1%.	Disruption to Operational Policing Functions Disengaged Workforce that is Lacking Morale Short term loss of key staff	The Business Continuity and Risk Manager who is part of the Risk and Assurance Unit (RAU) is maintaining Horizon scanning as to risks of industrial action both internal affecting the number of police staff and externally involving partners and other organisations or NYP responding to levels of protest and picketing. Currently there are no discussions taking place on either aspect. RAU are continuing to monitor the risk of industrial action to both our own organisation and partner organisations. The sources of information and Internal communications, regional and national Business Continuity (BC) updates and media reports.	

NOT PROTECTIVELY MARKED

APPENDIX A

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			The three trade unions balloted their police staff members for industrial action Industrial action by other blue light services			

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