

v.2

STRATEGY GROUP

Notes of the Meeting held on 19th May 2009, Committee Room 1

Present:

Sara Thornton	- Chief Constable
Terri Teasdale	- Director of Resources
Nick Gargan	- Assistant Chief Constable, Crime & Criminal Justice
Amanda Cooper	- A/Director of Information & Strategy
Steven Chase	- Head of Human Resources (attendance for part of the meeting)

Specialist Support:

C/Supt Jim Trotman	- Head of Strategic Development
Emma Jordan	- A/Senior Executive Assistant
Gayle Rossiter	- Head of Corporate Information

Apologies:

Francis Habgood	- Deputy Chief Constable
Brian Langston	- ACC Operations

Attendance:

Item 16

Pete Warner	- Head of Performance
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Item 18

Catherine Hemmings	- Crime Analyst
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Item 22-23

Supt Rob Povey	- Head of Change Management
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Item 23

Glynn Luckett & Kathryn Courtney-Evans	- Maven Research
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Item 26-27

David Backhouse	- Head of Learning & Development
Don Oldcorn	- Training Design Manager

Item 28

Supt Graham Bell	- Head of HQ Operations
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Item 29

C/Insp Ces Agger	
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v.2

14 – 09/10 ADMINISTRATIVE MATTERS

The minutes of the last meeting were agreed as a correct record.

15 – 09/10 MATTERS ARISING

11 – 09/10 Mobile Data

The meeting was informed that the following Sergeants have been allocated Blackberrys:

All of the 92 Neighbourhood Sergeants

66 – BCU Sergeants

3 – Dog Handler Sergeants

No Roads Policing Sergeants

It was commented that for the next tranche of distribution of blackberrys it is important to remember frontline supervisors.

With regards to the STEN survey by Inspectors TVP was mentioned at the Federation conference as a force that had not currently done enough. This is going to be discussed at the staff association meeting this week.

12 – 09/10 CCMT Papers

It was agreed that the CCMT Checklist is to become a tick box.

It was agreed:

1. That the CCMT Checklist is to become a tick box

Action: 1. DCC [Head of Strategic Development]

16 -09/10 PERFORMANCE UPDATE

The current performance against the 2009/10 targets to 17th May 2009 was presented to the meeting.

Vehicle crime is currently increasing. With regards to Serious Acquisitive Crime Milton Keynes BCU has increased by 10% for the rolling year.

Assault with less serious injury is currently below the target, there has been a spike in the 16-19 year old age range as well as with robbery. Reading LPA's performance is currently very positive; the positioning of the PDU within the town centre cannot be underestimated for its contribution to this.

Serious Sexual Assault is currently amber for the force. Milton Keynes is making

v.2

great improvements with a current performance of 35.7%. Bucks BCU need to improve their performance on this, ACC CCJ was tasked to speak to the BCU PVP team.

With regards to Hate Crime people are still being flagged incorrectly. It was agreed that the instructions of flagging with regards to disability needed to be re-sent.

There was a discussion around effective promotional campaigns and the DCC was tasked with looking at what initiatives TVP would want or need to run over the summer period in light of the performance to date.

It was agreed:

1. DCC to investigate initiatives to run over the summer period to improve performance.
2. ACC CCJ to speak to Bucks BCU regarding Serious Sexual Assault performance.

Action: 1. DCC; 2. ACC CCJ

17 – 09/10 HIGHLIGHT FINANCIAL MONITORING

A financial monitoring report was presented to the meeting by the Director of Resources.

At the end of April 2009 police officer strength, excluding the CTU, was 4,192 FTEs which is 15 higher than expected at this time which is because of significantly less wastage than expected.

The strength at the end of April for PCSOs was 519 which equates to a vacancy factor of 15 FTEs. This will be managed through recruitment and wastage.

With regards to case investigators as previously reported the delayed training/recruitment of case investigators is likely to result in a small devolved staff under spend.

The overall support staff budgets, including PCSOs and Case Investigators, are not expected to generate a variance at this time.

It was agreed:

1. To note the update.

Action: 1. All to note

v.2

18 – 09/10 STRATEGIC REVIEW

The purpose of the strategic review is to report on exceptional matters and provide a high level take on emerging issues identified since the Strategic Assessment in August 2008 and identify risks, key threats and trends that are likely to cause the Force and their partners concern in the forthcoming months. The next full Strategic Assessment is due August 2009

Each of the headlines for the Strategic Review were presented and discussed. It was commented that the wording for the emerging issue of the new immigration centre in Bicester would need to be carefully thought through. Need to focus on the positives too as a lot of employment will be created by the centre.

Having looked at the Control Strategy it was agreed that Vip Mair would provide an update on the terrorism section. A summary of the Control Strategy will be published on the TVP Freedom of Information site and clarification that the Strategic Assessment and the PESTELO are published on the intranet.

It was agreed to remove the sentence regarding the percentage of people who think police officers are out of touch with the public as the source of this data is not sound.

It was agreed that at the refresh of the Control Strategy industrial unrest/public order/riots need to be looked at in relation to the recession and how to monitor its affect.

It was highlighted that from next year we will be linked into the National Fraud database which may see an increase in recorded fraud due to the new reporting process not an actual increase in the crime.

It was noted that the economic downturn report has been shared with other forces and SOCA.

It was agreed:

1. To amend wording for the new immigration centre in Bicester to also include the positive impacts.
2. Vip Mair to provide an update on the Prevent section of the Control Strategy.
3. Publish a summary of the Control Strategy on the TVP Fol site.
4. To ensure the Strategic Assessment and PESTELO are published on the intranet.
5. To remove the sentence regarding the percentage of people who think police officers are out of touch with the public as the source of this data is not sound.
6. That at the refresh of the Control Strategy industrial unrest/public order/riots needs to be looked at in relation to the recession and how to monitor its affect.

Action: 1. ACC CCJ [Principal Crime Analyst]; 2. ACC CCJ [Vip Mair]; 3-6. ACC CCJ [Principal Crime Analyst]

19 – 09/10 COLLABORATION

A paper providing an update on TVPs current position of regional collaboration around protective services was presented to the meeting. The areas covered were: Forensic Services, Air Support, Witness Protection, Covert Unit and Technical Support Unit, Advance Search (DIVE), High Tech Crime, Internet Crime & Confidential Units and the SE Regional Intelligence Unit. There is on-going work in other areas.

Two issues for collaboration were raised:

1. Thames Valley Police are the lead Force for forensic issues. The Regional Director post is a permanent one on TVP payroll. The job description is currently being written and then evaluated. Costs will be split between Surrey, Sussex, Hampshire and TVP according to SSA. No budget is currently allocated to this post. It is recommended that in the first instance the forensic budget attempt to absorb this cost, with support from CCMT reserves if required. Future budget provision will be required and will need to be highlighted for 2010/11.
2. The latest indications around the merger / collaboration debate is that regions or groupings of Forces will be required to identify how they can best deliver on protective services or shared service possibilities through a lead force model. The attached paper highlights the discussions within protective services around brigading certain covert / technical crime functions together. There is the potential to build this around the RIU, around a lead force or as an interim (or possibly permanent) step on a two force approach (TVP and Hants, Sussex and Surrey). It is worth considering:
 - a. Whether there are any strong feelings about what areas TVP should lead on.
 - b. If any lead Force / RIU model is not acceptable or is preferred.
 - c. If we want a lead force model for a whole capability (e.g. specialist crime support) or if this can be divided between centres of excellence.

ACC CCJ stated that the force should be cautious regarding the Covert Unit proposal. This is an area of work that is well established within TVP and while it makes sense from an efficiency point of view it could mean that our current resources could be watered down.

A/DIS commented that the possibilities for collaboration with Hampshire with regards to vetting and Freedom of Information could be done relatively quickly

v.2

with savings being realised quickly.

It was agreed that TVP needs to start looking at collaboration projects with Hampshire for the year after next and that the Herts/Beds example needs to be examined to see what processes they have followed. It was agreed that a two force collaboration approach was preferred and only for projects which will provide a 20% saving for each force. C/Supt Trotman is to circulate the Herts/Beds report from the Protective Services conference to the meeting attendees.

The next ACC collaboration meeting is on 9th June prior to the regional collaboration meeting. It was agreed that TVP will look to pursue research on a two force approach for a number of reasons: finance, ease of implementing and timescales. The witness protection and forensic proposals will be supported as they are. The above decisions will be kept confidential until the Chief Constable and Deputy Chief Constable have made a decision.

It was agreed:

1. That TVP will look to pursue research on a two force approach to collaboration
2. That the witness protection and forensic proposals will be supported as they are.
3. The above decisions will be kept confidential until the Chief Constable and Deputy Chief Constable have made a decision.

Action: 1-3. DCC

20 – 09/10 FEMALE AND BME OFFICER RECRUITMENT

An update paper was presented to the meeting following the discussion at the February Strategy Group.

As at the 31st March 2009 1241 out of the 4427 police officers were female. This represents 28.0%. This is a slight, but not significant, increase since beginning of September 2008 when 1200 out of 4328 officers were female (27.7%).

As at 31st March 2009 total BME headcount was 179, of which 50 were female, representing 27.9% of BME officers.

The number of BME officer applicants has significantly increased since the last recruitment opening in October 2008 by 7.2% and the percentage of female officer applications has increased since the last recruitment opening in October by 4.6%. These figures may fluctuate when all applications have been updated onto Peoplesoft.

Recruiting solely through recruitment events was piloted during the 2 week

v.2

recruitment opening period in March 2009. This pilot was primarily aimed at increasing BME applicants, with marketing activity targeting those geographical areas which are highly populated by BME groups. However, the marketing message focussed on police officers being ordinary people balancing their home / work life, so it was hoped that this would appeal to the female audience also. The initial estimated number of applications, based on a manual count, was 1343 applications, of which 179 (12.5%) were BME, and 395 (29.4%) were female.

Progress to get profiles of female officers on the website has been slow due to the need to update core content on the site. However, with the new site bedding in, moves are underway to include more profiles, especially of women in key positions.

The tranche of applicants from March / April 2009 will be monitored through the recruitment process to see if a higher appointment rate for BME / female applicants can be achieved than the normal 1 in 10 successful applications. If this is the case BME and female FTE and headcount should be improved at a faster rate.

The meeting was very encouraged by the update. The next stage will be to look at expanding the process to include staff and PCSOs.

It was agreed:

1. To note the report.

Action: 1. All to note

21 – 09/10 - CAREER BREAKS

A discussion paper and policy regarding career breaks were presented to the meeting for discussion. As part of the Force's commitment to Flexible Working the proposal was to extend the opportunity of Career Breaks to Police Staff.

Initial consultation has taken place within the HQ HR department, the Staff Associations, HR Managers and the Employment Lawyer. The staff associations are keen to gain approval for this policy to ensure equality with police officers. However, it was commented that this is not a legal requirement as it is for police officers.

There was some discussion as to the issue of taking a career break after maternity leave

66% of police staff are women therefore this could create a greater issue if the policy was agreed for police staff as staff could take 12 months maternity leave followed by a career break followed by further maternity leave and a further

v.2

career break. There is the risk that a specific role could be held open for three or four years.

There would be some departments and roles where this would not be feasible due to the costs of training a temporary member of staff and the discontinuity this would create.

It was agreed that equality is important to CCMT and the force as a whole but the terms and conditions for officers and staff are different, the policy is not part of the PSC agreement and the implementation of the policy would create a backlog of temporary backfill. In consideration of these points the policy was not agreed.

It was agreed:

1. The policy was not agreed.

Action: 1. DoR [Head of Human Resources]

22 – 09/10 PRODUCTIVITY PLAN UPDATE

The Productivity Plan Update contained the recommendation that targets are set for each of the ZBB business areas being reviewed during 2009/2010. This will identify how they contribute to the overall Productivity Plan targets for the 2010/2011 budget, and also provide clear guidance to the ZBB project leads.

All of the ZBB leads have been contacted since the last CCMT to enable consultation to take place, and also to provide an early indication of achievable targets.

The figures set out in the update paper would still leave a £3.9m shortfall to balance 4% council tax.

There was a discussion as to whether Professional Standards had previously been ZBB'd and it was agreed that they had not and will be included in this round. A target of 20% would probably be realistic, in line with the first round of ZBBs, without any specification for cashable or non-cashable savings. Supt Rob Povey was tasked with calculating the change in workload for Professional Standards now that the new police regulations have been implemented.

For CRED it was agreed to look at what 10% and 15% savings would look like and the impact each would have on performance and what would be affected.

A 20% target was agreed for Procurement.

v.2

Last year some of the savings made by Crime Support were fed straight back into growth within the department. A target of 5% for 2010/11 and 2011/2012 was agreed, even though the department had exceeded this target in 2009/10.

The Chief Constable raised concerns with the level of savings offered by the BCUs considering the size of their budgets. Supt Povey informed the meeting that C/Supt O'Dowda is now in charge of the BCU ZBB. The Director of Resources was tasked with looking at what was actually delivered last year by BCUs against the target in order to inform ACC LP once he is in post. The balance against the percentage agreed needs to be compared to the last two years.

The proposed target for the Business Support ZBB is 20% but this will be over 2 years.

It was agreed that Supt Povey will provide revised targets in the form of a spreadsheet to CCMT by Friday; it doesn't matter if it's a mixture of cashable and non cashable savings.

It was commented that custody are currently carrying out a review but the savings will be non-cashable.

It was agreed:

1. 20% target for Professional Standards and Procurement were set.
2. A target of 5% for 2010/11 and 2011/2012 for Crime Support was set.
3. The Director of Resources was tasked with looking at what was actually delivered last year by BCUs against the target in order to inform ACC LP once he is in post. The balance against the percentage agreed needs to be compared to the last two years.
4. The proposed target for the Business Support ZBB is 20% but this will be over 2 years.
5. Supt Povey will provide revised targets in the form of a spreadsheet to CCMT by Friday; it doesn't matter if it's a mixture of cashable and non cashable savings.

Action: 1-2. DCC [Head of Change Management]; 3. DoR; 4-5. DCC [Head of Change Management]

23 – 09/10 PULSE STAFF SURVEY RESULTS

The results from the Thames Valley Police Pulse 2009 were presented to the meeting by Supt Rob Povey and Maven Research. Please find the presentation attached at appendix A.

v.2

Overall there was a 68% response rate to the survey which is very high, with an overall satisfaction level of 62%. 83% of full time workers responded to the whole survey

The highest scoring questions were:

- Q3. 22. I aim to provide a good quality of service to my colleagues
- Q3. 21. I aim to provide a good quality of service to the public
- Q3. 2. I fully understand what is required of me to do my job
- Q3. 5. I feel competent to achieve what is expected of me in my job
- Q3. 14. My work is challenging
- Q2. 4. My line manager/supervisor is approachable
- Q3. 13 My work is interesting

There were lots of positive comments in relation to the above questions and it was suggested that they would be useful to use within future management communication.

The lowest scoring questions were:

- Q5. 11. I believe that action will be taken at Force level as a result of this survey
- Q2. 24. CCMT listens to feedback from staff
- Q2. 25. CCMT value what I do
- Q7. 1. There are opportunities available to me to express my ideas to CCMT
- Q4. 13. My manager evaluates the effectiveness of my training with me
- Q2. 18. The SMT in the BCU/OCU/Dept listens to feedback from staff
- Q3. 16. I am involved in discussions on changes introduced within my department

It was suggested that Chief Officers could have more engagement with staff through the discussion forum, advertising certain times when a member of CCMT will be on-line to answer any questions.

11% of people who said they would leave the organisation was due to them feeling undervalued. The Chief Constable requested copies of the free text in relation to this response to find out what would make people feel more valued.

The processes on Snowdrop could be improved for the evaluation of staff training.

The 'Promoting Good Leadership' section had the lowest score for any of the sections of the survey. The idea of cascade communication to staff was discussed as a way to communicate why decisions have been made.

It was agreed to amend the question within the CCMT section from 'Are role models of TVP shared values' to 'Do they demonstrate the TVP shared values' for future surveys.

Within the 'Enjoying Your Job' section there was a high score for people knowing what was expected of them which is unusual and not what is common within other organisations but reflects the nature of business. The questions relating to change received the lowest scores and the lower scores for these questions were from lower down the organisation.

The induction process received good scores with 'Achieving your Potential'

The lowest score within the 'Engaging with Staff' section related to action being taken as a result of this survey. Concern was raised at the results from the result for grievances as TVP has clear policies and a low number of grievances. There was concern that this relates to grievances that are being actioned at a more local level.

Within the 'Ensuring Fairness' section there was a low score for would action be taken if an issue was raised. The largest percentage of bullying/harassment was from colleagues who earlier on in the survey had been providing support.

The staff associations scored low within the 'How We Communicate' section so this is an area that needs to be worked on.

The key drivers from this survey are:

- What will make people feel valued – there needs to be careful thought put into the wording.
- Look to other organisations for ideas about how they have improved their key driver areas.
- Need to focus on listening and valuing
- CCMT need to be seen to be doing what they are saying to the rest of the force. This will be a difficult area to achieve.

CCMT were concerned that staff understood what was expected of them locally but were not so clear on the link to the Force Plan.

All agreed that it was a useful presentation. The full survey is to be hyperlinked into the Chief Constable's review so that the whole force is able to view all of the results; it is also to be forwarded to the Chairman of the Police Authority.

There will be 2 workshops held to identify issues for the survey and formulate an action plan to deliver improvements. The action plan is to be developed and submitted to the July Strategy Group.

It was agreed:

1. To amend the question within the CCMT section from 'Are role models of TVP shared values' to 'Do they demonstrate the TVP shared values' for future surveys

v.2

2. To publish the full staff survey with the Chief Constable's Review
3. To forward the full staff survey to Chairman of the Police Authority
4. To submit the survey action plan to the July Strategy Group

Action: 1. Maven; 2. CC; 3-4. Head of Strategic Development [Head of Change Management]

24 – 09/10 SERVING WITH PRIDE AND CONFIDENCE UPDATE

The notes of the Serving with Pride and Confidence Programme Board were distributed to the meeting, see appendix B. A/DIS agreed to look into how e-mail addresses can be recorded on Cedar so that victims can be contacted this way.

An update on progress of the programme was provided to the meeting.

The Chief Constable stated that it is important that while Chief Officers are out and about they need to check staffs level of knowledge with regards to the pledge.

It was agreed that the implementation of Guardian needs to be looked at to ensure that the lean principles are being incorporated. This could provide all the requirements that are currently being carried out by the SDUs.

The new posters for the Serving with Pride and Confidence values were presented and agreed.

It was agreed:

1. That the implementation of Guardian needs to be looked at to ensure that the lean principles are being incorporated

Action: ACC O

25 – 09/10 RECOGNITION AND AWARD POLICY

An updated version of the Certificates policy was presented to the meeting. The policy had been updated in light of the discussions at the February Strategy Group in relation to rewarding individuals for their contribution to the Serving with Pride and Confidence values through the Chief Constables commendation process. This was to be included within the Certificates policy which set out the certificates available and the criteria for inclusion.

The policy was looked at and all agreed that most of the criteria wording was appropriate. The wording of 'Standard Commendation' was discussed and it was agreed that this was not appropriate as receiving a Chief Constables commendation was anything but standard. It was agreed to remove the word

12

v.2

standard from the policy. It was highlighted that it is important to encourage non-operational departments to put forward members of staff too as previously the Chief Constables commendations tended to be awarded to more operational roles.

The two statements regarding the individual nominated included within the application form are to be inverted with each other.

It was agreed:

1. The policy was agreed subject to the discussed amendments.

Action: DCC [Head of Corporate Change]

26 -09/10 IPLDP ASSESSMENT

A paper providing updates on the backlog of the assessment of student officers and the actions taken to reduce the bureaucracy of the process was presented to the meeting. This was a follow up to a paper that was submitted to the January Strategy Group.

The position of IPLDP assessment backlogs has improved considerably since January 2009. In the Berkshires and Oxfordshire the backlog is now minimal. In Buckinghamshire the position is also improving with a significant proportional decrease and also absolute decrease. The assessor team in Milton Keynes is now up to strength and are working to reduce the backlog.

In order to reduce assessment bureaucracy the following have been put into place:

- Updating assessment practice by DAOs, moving away from remote assessing of products sent to the assessor by the student, to observation of the student by the assessor which is far more effective and efficient
- Reduction in signatures on paperwork
- A trial of the use of digi recorders is underway. The verbal assessments by the assessor are downloaded into a file and viewed by the EV on their visit. This removes the need for assessors to write their decisions, photocopy and store them. ICT have allowed the connection of digital recorders to the force network for this purpose.

It was agreed that the ratio of Development & Assessment Officers (DAOs) to students will remain at 1:22 in order to clear the backlog of students and that new students complete within the two year target. This ratio is to be maintained until the revised minimum qualification is agreed and implemented. It was agreed to ensure Roads Policing are aware of the status of DAOs.

v.2

It was agreed:

1. To note the update
2. That the ratio of Development & Assessment Officers (DAOs) to students will remain at 1:22
3. To ensure Roads Policing are aware of the status of DAOs

Action: 1. All to note; 2-3. DoR [Head of Learning & Development]

27 – 09/10 RECRUIT TRAINING MODERNISATION

At the January Strategy Group a paper providing recommendations for modernising the TVP IPLDP and releasing Student Officers as deployable resources to Operational Policing earlier than the current 35 week point was presented. 4 of the 6 recommendations were agreed and 2 were deferred for further work. The Federation have been consulted on the agreed recommendations with some positive feedback.

The 2 recommendations that were deferred for further work were:

1. Adopt a shorter IPLDP course for those who hold a Certificate in Policing which will reduce the amount of time spent in Phases 1 to 3 training, accredit Students for their prior learning and deliver Student Officers to Fitness for Independent patrol sooner.
2. As part of Recommendation 5 encourage HE/FE establishments across the TVP footprint to develop Certificate in Policing courses and promote these to Police Staff as a developmental opportunity for those who want to progress to becoming Police Officers.

These were also discussed with the Police Federation who agreed with the approach.

It was queried why the reduction of the Roads Policing placement from 2 weeks to 1 week had not been included within the recommendation as discussed at the previous meeting. The meeting was informed that it is more efficient to reduce the PDU from 10 weeks to 9 weeks by taking off a week from the BCU placement rather than the Roads Policing one. On the Roads Policing placement there are 2 students to 1 trainer compared to on BCU where it is 1:1.

Concerns had been raised by a BCU Commander with regards to officer's investigation skills and had requested a week of investigation skills for IPLDP students. It was explained that some officers develop at different rates and the Roads Policing placement provides the opportunity to focus on areas of weakness, including a week of investigation skills may mean that this opportunity is missed. It was agreed that Don Oldcorn will speak with BCU Commander (Berks East) to identify what they are trying to achieve through the investigation skills week and look at the benefits of the 2 weeks within Roads Policing. Evidence has shown that it is not the IPLDP students who have issues with

v.2

investigation skills but officer's who have been on the previous training programme.

Currently 25% of police officer intakes are graduates. With regards to the Certificate in Policing it would take 150 hours to complete via lectures of distance learning and at a cost of approximately £500. Bucks New University have an established Criminology department and are keen to develop this not just for policing but for people looking to work within the Criminal Justice system, security etc. Partnering with Bucks New University could help contribute to TVP's BME make-up of recruits due to the BME make-up of the university. Oxford Brook's University are not showing much interest in participating and are pushing the course to Abingdon & Witney College. However, the Chief Constable requested that TVP continued to speak to Oxford Brooks regarding their direct participation.

The marketing of the certificate was discussed and it would need to ensure that it was a qualification that people wanted, that it would encourage people to join TVP who might not normally be interested and provide the incentive of a 4 week reduction in training.

All of the changes to implement the certificate in policing would require 3 staff but they will be found internally through re-organisation.

It was agreed:

1. To note the update.
2. To progress recommendations 5 and 6.

Action: 1. All to note; 2. DoR [Head of Learning & Development]

28 -09/10 CRITICAL INCIDENTS POLICY

Supt Graham Bell presented an updated version of the Critical Incidents policy to the meeting for approval by CCMT.

The policy has been updated to reflect the HMIC Action Plan and changes to the incident classification that occurred in April. The Critical Incidents policy and SOP have now been joined together. BCU Commanders and Heads of Departments have been consulted over the draft policy and their comments have been considered. The Chairman of the Police Authority is happy with the policy, specifically appendix C 'The Role of the Police Authority in Gold Groups'.

It was commented that the policy was easy to read and follow. A couple of amendments were suggested:

4.12 – Critical Incidents will be categorised as A or B.

v.2

4.18 – Make it clearer who is meant to tell the Police Authority – amend it to the Gold Commander.

4.25 – Add in Set Strategic Intentions

The meeting was informed that it is unlikely that there will be another HMIC inspection on Critical Incidents.

The policy was agreed subject to the above amendments.

It was agreed:

1. The policy was agreed subject to the above amendments.

Action: 1. ACC O [Head of HQ Operations]

29 – 09/10 CRIME ATTENDANCE UPDATE

A paper providing an update on progress of the Crime Attendance project and requesting decisions regarding the roll out of additional crime categories was presented to the meeting by C/Insp Cess Agger.

Recommendations 3.2 and 3.6 were the recommended options however BCU Commanders had expressed concern about the impact of the workload on their Neighbourhood Policing Teams with Oxon and Berks West having the greatest concerns.

The Chief Constable expressed concern that neither the BCU Commanders nor the DCC were represented at the meeting therefore it was agreed to bring the paper back to the next meeting for discussion. C/Insp Cess Agger is to attend for the whole meeting.

It was agreed:

1. To bring back the paper to the June Strategy Group.

Action: 1. ACC O [C/Insp Cess Agger]