

**STRATEGY GROUP**

Notes of the Meeting held on 29 September 2011, Committee Room 1, HQ

**Present:**

Sara Thornton	- Chief Constable
Francis Habgood	- Deputy Chief Constable
Helen Ball	- Assistant Chief Constable, Crime & Counter Terrorism
John Campbell	- Assistant Chief Constable, Operations
Richard Bennett	- Assistant Chief Constable, Neighbourhood Policing and Partnerships
Amanda Cooper	- Director of Information, Science & Technology
Linda Waters	- Head of Corporate Finance
Steven Chase	- Head of Human Resources

**Apologies**

None

**Specialist Support:**

Chris Allum	- Chief Officer Support Manager
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**Item 65**

Marion Peuleve	- Head of Information Management
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**Item 66**

Marion Peuleve	- Head of Information Management
Michelle Nichols	- Head of Corporate Communications

**Item 67**

Michelle Nichols	- Head of Corporate Communications
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**Item 69 - 71**

Chris Shead	- Chief Superintendent, Joint Operations Unit
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**Item 74**

Ch Supt. Alan Baldwin	- Head of Local Policing Model
Andy Taylor	- Chief Superintendent, Head of Force Crime
Brendan O'Dowda	- Chief Superintendent, Head of Intelligence and Specialist Operations
Nora Holford	- Detective Superintendent, Head of Intelligence
John Nesbit	- Inspector, Local Policing Model Team

## **61 – ADMINISTRATIVE MATTERS**

The minutes of the meeting held on 28 July 2011 were agreed.

## **62 – MATTERS ARISING**

Item 48 – Estates Collaboration – in relation to a proposal to move from Kidlington Police Station to the Fire Station it was noted that the Fire Service could accommodate the front counter but were unable to assist in accommodating the Neighbourhood Officers, alternative locations were being looked at and a question was raised if the Chief Constable objected to them being located at Headquarters South. The Chief Constable raised no objection for the officers to work out of Headquarters South but the front counter needed to remain in the community and not at HQ.

## **63 – FINANCIAL HIGHLIGHT REPORT**

The Head of Corporate Finance gave an update on the current financial position which was as reported to the Police Authority on 23<sup>rd</sup> September. The only issue highlighted was police overtime, although this is being well controlled there did appear to be some inconsistencies across the Force in the application of the policy and work was ongoing to get a consistent application of the policy.

## **64 – PERFORMANCE UPDATE**

The DCC briefly outlined the Force performance to date, reductions were on target, detections were broadly on target, the figures to the end of August show SAC detections at 14.1%, there has significant improvement and the figure on the day of the meeting was showing an increase to 18.9%.

The Head of Performance was producing a monthly report on benchmarks and the hot debrief of the recent HMIC data audit was very positive.

The DCC raised some feedback from a Police Authority Member at a recent diversity meeting who requested the Force consider inclusion of Volunteers in the BME recruitment targets. It was agreed that the Head of Performance would examine the data to see how that would impact upon the figures and report to the DCC outside the meeting.

### It was agreed:

1. To agree to note the Force Performance

**Action: 1. All to note**

## **65 – INFORMATION ASSURANCE MATURITY MODEL (IAMM) UPDATE**

The Head of Information Management presented a paper updating the meeting on the progress against the Information Assurance Maturity Model Action Plan.

The self assessment process revealed the Force was in a good position for attaining level one of the maturity model and to attain level two there was a big challenge as the model sets the standard at the level where Information Assurance processes are institutionalised within the organisation.

An action plan was presented to the meeting and the professional opinion of the Head of Information Management was that level two is where the organisation needed to be. It was proposed to continue to adopt the risk based approach when working through the action plan and also seek to make the language used on the model more understandable to staff.

### It was agreed:

1. To note the progress to level one and approve the action plan and approach to attain level two in the model

**Action: 1. DIST**

## **66 – ACPO PUBLICATION SCHEME 2011- UPDATE**

The Head of Information Management presented a paper updating the meeting on the progress made in compliance with the ACPO Publication Scheme for 2011.

Work was progressing for the 1<sup>st</sup> October deadline with one or two areas still outstanding but plans were in place to meet the deadlines.

An additional responsibility was the inclusion the career profiles for an additional tier of senior police staff, Superintendents and LPA Commanders.

The meeting agreed to the inclusion of Chief Inspectors where they performed an LPA Commanders or Head of Department role in to the scheme. The also agreed the dispensation for the Head of SECTU.

It was noted that there were one or two LPA Commanders still to provide a profile for publication, the individual names were to be given to the Portfolio leads to gain compliance.

It was agreed:

1. To note to progress
2. To the inclusion of Chief Inspectors where they performed an LPA Commanders or Head of Department role in to the scheme and the dispensation for the Head of SECTU

**Action: 1 & 1 DIST**

**67 – MEDIA ENGAGEMENT**

The Head of Corporate Communications presented a paper outlining recommendation on how the organisation may wish to engage with the media following recent incidents in the national media involving News of the World and the Metropolitan Police. The report also included the recently revised ACPO 'Managing Media Relationships' guidance.

It was agreed that option 3 be taken forward with the minimum burden on the officers but that information should be supplied for recording on Solcara.

The Head of corporate Communications was given direction that the formal policy, which is expected to be presented to the November meeting should include scales of response rather than a one size fits all and that the term 'Senior Officer' should be regarded as the Chief Officer level.

It was agreed:

1. To adopt option 3 having due regard to the direction given at the meeting

**Action: 1 – DIST**

**68 – DAD ACCELERATED ROLLOUT PLAN.**

The Director of Resources presented a summary paper on the accelerated rollout plan for DAD which was agreed at the Strategy group meeting held on 29 July 2011.

It was agreed:

1. To note the report

**Action: 1. All to Note**

**69 – JOINT OPERATIONS UNIT UPDATE - - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.**

## **70 – FIREARMS CADRE OPTIONS**

A paper was presented outlining the respective Cadre arrangements of the two Forces and a proposal for a joint cadre. Due to the differing practices of the two forces a joint cadre was still possible but required further work to align the role and responsibilities.

During the discussion it was agreed that work should be undertaken to establish a common ground and view with Hampshire ACPO team with a view to a glide path to reach a joint cadre.

### It was agreed:

1. that work should be undertaken to establish a common ground and view with Hampshire ACPO team with a view to a glide path to reach a joint cadre.

**Action: 1- ACC O**

## **71 – STANDING ARMING AUTHORITY FOR ARVs- CLOSED under the Freedom of Information Act 2000 – exemption 31 – Law enforcement**

## **72 – SENIOR LEADERS FORUM**

The Deputy Chief Constable outlined a proposal for the format and topics to be covered at the forthcoming Senior Leaders Forum.

Following discussions the DCC would take the comments and ideas forward and draft an agenda for the day.

The group were also asked to consider if they wished to continue with the format of SLF in terms of frequency, location and numbers invited. It was felt that this meeting was still required and provided an important opportunity to update and get feedback from the senior managers and therefore it was agreed to keep the meeting, its frequency, format and location the same and in respect of the police and crime commissioner elections it was agreed to hold the November 2012 meeting after that election.

### It was agreed:

1. That the DCC would work up the draft agenda following feedback from the meeting
2. That the current format, frequency, location and attendance remain the same.
3. That the November 2012 SLF be after the PCC election

**Action: 1 - 3 DCC**

**73 – CALL MANAGEMENT COLLABORATION - CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.**

**74 – LOCAL POLICING MODEL (LPM) – BUSINESS CASES- CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.**

### **75 – SPECIAL PRIORITY PAYMENTS (SPPs)**

The Chief Constable presented a verbal update the issue of Special Priority Payments.

The Home Secretary is expected to make an announcement sometime in November or December.

It was proposed to hold off on any further changes and reconsider when the Home Secretary's announcement was made.

It was agreed:

1. To hold off on any further changes to SPP and reconsider when the Home Secretaries announcement was made.

**Action: 1- All to Note**