

STRATEGY GROUP

Notes of the Meeting held on 09 December 2010, Conference Hall, HQ

Present:

Sara Thornton	- Chief Constable
Francis Habgood	- Deputy Chief Constable
Steve Rowell	- Assistant Chief Constable, Local Policing
Terri Teasdale	- Director of Resources
Helen Ball	- Assistant Chief Constable, Crime & Criminal
John Campbell	- Assistant Chief Constable, Operations
Amanda Cooper	- Director of Information, Science & Technology
Steven Chase	- Head of Human Resources
Sue Curtis-Davison	- Head of Corporate Communications
Liam Macdougall	- Chief Supt, Head of CRED
Brendan O'Dowda	- BCU Commander, Oxfordshire
David Lewis	- BCU Commander, Berkshire East
Chris Shead	- BCU Commander, Berkshire West
Nikki Ross	- Acting BCU Commander, Milton Keynes
Paul Emmings	- BCU Commander, Buckinghamshire
Andy Taylor	- Head of Crime Support
Paul Tinnion	- Ch. Supt – Local Policing Model

Specialist Support:

Chris Allum	- Executive Coordinator
-------------	-------------------------

Apologies:

84 – ADMINISTRATIVE MATTERS

The minutes of the meeting held on 9th November 2010 were agreed subject to minor amendments to clarify the delivery timetable on the Local Policing Model Savings.

85 – PERFORMANCE

The DCC presented the current position against the delivery plan targets, performance as a Force was good with the majority of targets being met.

**86 – BODY ARMOUR– CLOSED under the Freedom of Information Act 2000
– exemption 43 – Commercial Interest.**

87 – OVERTIME POLICY

The ACC Operations presented a revised Overtime Policy to the meeting. It was agreed to approve the policy subject to the gender specific references being changed and that the ACC O would own the policy and monitor via the Resilience Panel

It was agreed:

1. To approve the policy and monitor via the Resilience Panel

Action: 1. ACC O

**88 – SPECIAL CONSTABULARY MANAGEMENT STRUCTURE AND
EMPLOYER SUPPORTED POLICING**

Management Structure

The ACC Local Policing presented a paper outlining the proposed management structure of the Special Constabulary in light of the Local Policing Model. In responding to the changes of the Local Policing Model and to accommodate the increase in number of the Special Constabulary from Project 700 it was proposed, depending on numbers, that each LPA would be led by a Special Chief Inspector or Special Inspector who would be part of the LPA Commanders Management Team. It was envisaged that a trigger point of 40+ officers would result in the appointment of a Special Chief Inspector at an LPA level. Initially three LPA's had been identified for having Special Chief Inspectors as LPA Leads, they were Milton Keynes, Oxford and High Wycombe. The remainder of the LPA's would at this time be led by a Special Inspector.

To give support to the Special Chief Inspectors and Inspectors it was proposed to create three Special Superintendents who would be assigned geographic responsibilities. They would also undertake functional / portfolio responsibilities. It was further proposed to remove the Assistant Chief Officer post.

Employer Supported Policing

The Employer Support for Special Constables policy was also presented to the meeting by the ACC Local Policing. This policy aimed to recognise the value the organisation places on volunteering and allow Police Staff who were Special

Constables the ability to be granted paid time off to undertake Special Constabulary duties and training.

The policy proposed to increase the current 37 hours to 48 in line with police staff who volunteer for other matters i.e. School Governor. A discussion took place where it was agreed to maintain the current entitlement at 37 hours and bring the other staff entitlement down to the same level.

The policy also proposed that to assist with the initial training an entitlement to study leave would be afforded on the basis that up to 5 days leave may be granted provided each day or part day is matched on a one for one basis by the individual taking annual leave. There was a debate about parity in study leave allowances, the policy was agreed subject to the issue of parity in study leave being explored.

Addendum to the meeting – Upon investigation there appears to be no direct comparison between the study leaves although the 50:50 split exists elsewhere, Consequently the Chief Constable has agreed that the proposed arrangements in the policy regarding study leave are agreed as they stand

It was agreed:

1. To approve the revised management structure for the Special Constabulary
2. To approve the Employer Support for Special Constables Policy with individuals entitled to 37 hours paid time off in a financial year and with up to 5 days study leave available during initial training providing the individual matches each day or part day with time off or annual leave.
3. That the staff entitlement for public duties i.e. Governor etc be bought in to line with this policy i.e. entitlement of 6 days reduced to 37 hours.

**Action: 1-2. ACC LP
3. DOR**

89 – Volunteer Investment and Value Audit (VIVA) 2009/10

The ACC LP presented the annual Volunteer Investment and Value Audit conducted on the Police Service Volunteers. The report outlined the number of hours and roles that Volunteers have contributed to. Overall the value added of the PVST returned £2.95 for every £1 spent, an increase on previous years.

It was agreed:

1. To note the report.

Action: All to note

90 – Productivity Strategy Update

The DCC presented an update paper which summarised the progress on the various strands under the productivity strategy. The update was noted and a request that the table in the staff update be broken down to show the distribution across the OCUs.

It was agreed:

1. To note the report.

Action: All to note

91 – Change Implementation Board

The DCC presented a paper outlining the purpose and terms of reference for the Change Implementation Board in co-ordinating the significant change that will occur across the organisation over the next few months and years. The meeting agreed the Terms of Reference and the membership as proposed with the addition that the Head of Information Management be included in the list of those invited to attend all meetings but are only required to attend when relevant.

It was agreed:

1. To approve the Terms of Reference as outlined in the report
2. To approve the list of attendees with the addition of the Head of IM as outlined above.

Action: 1 – DCC

2 – DCC

92 – Value for Money (VFM) Financial Commentary– CLOSED under the Freedom of Information Act 2000 – exemption 41 – Information provided in confidence.

93 – Policing Plan Targets

The DCC presented a paper identifying where the Force and Authority may wish to consider setting targets. A discussion took place in the following areas and key measures were identified.

Violent Crime

Reduction Target – all violent crime

Detection Target – Violence with Injury

Serious Acquisitive Crime (SAC)

Reduction of overall SAC – with KDIs on types
Keep vehicle crime detection rate

Option i – overall detection rate SAC

Option ii – detections rates – Burglary = increase, Robbery = Increase, Vehicle Crime = Maintain

Control Strategy priorities for Burglary and Robbery

Serious Sexual assault – maintain current performance

It was agreed:

1. To note the report.

Action: All to note

94 – Local Policing Model – Resourcing – CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

95 – Resourcing of Incidents

A paper was presented which arose following issue raised at the Performance group meeting on 18th November. The paper sought to explain the current practice in grading and Resourcing of incidents and the risks with the current process. The paper also outlined an alternative approach used in Kent where, since it's implementation, performance had improved. It was agreed that a first product be developed to be presented to the ACC O & LP who would take a view on the implementation or further development and bring the result back to a future Strategy Group meeting for ratification.

It was agreed:

1. At this stage to note the report and await a further update.
2. ACC O and ACC LP to consider further development of model

Action: 1 - All to note

2 – ACC O + ACC LP

96 – Milton Keynes Custody– CLOSED under the Freedom of Information Act 2000 – exemption 43 – Commercial Interest.

97 – Draft Delivery Plan 2011/12

The latest iteration of the draft delivery plan was presented to the meeting and following a discussion it was agreed that:

1.1 the target be a percentage

1.2 the target be 'by x%'

1.6 – remove as covered in 1.4

2.3 – include increase SC to 700 by March 2012

2.7 – reword to 'reduce race disproportionality in the use of stop and search'

4.1 – insert 'providing timely and relevant information' after community communications.

4.4 – remove

4.6 – typo change to Bureau

5.6 – remove

It was also noted that the revised version would be presented to the Police Authority at its 17 December meeting for comments.

It was agreed:

1. To revise the draft delivery plan in light of the changes highlighted above.

Action: DCC

98 – BCU Inspection Reports

The ACC LP presented the inspection reports following the recent visits to the five BCUs. It was acknowledged that the reports were very detailed and useful in highlighting good practice and areas for improvement.

It was agreed that these would be classed as 'Management Documents' and that the ACC LP would provide a summary document for each BCU Committee in their public session.

It was agreed:

1. To note the reports.

Action: ACC LP

99 – Local Policing Department Structure

A proposal for the future structure of what is currently the Local Policing Department was presented by the ACC LP. It was felt that the proposal could benefit from a ZBB approach with a target of 20% being set. A ZBB meeting would be held in early January 2011 and the product of the panel presented to the strategy group meeting on 21st January 2011.

It was agreed:

1. To conduct a ZBB of the Local Policing Department.

Action: ACC LP

100 – Guardian Crime – CLOSED under the Freedom of Information Act 2000 – exemption 43 – Commercial Interest.

101 – Stop and Search

A Briefing paper on the correspondence received from the Equalities and Human Rights Commission (EHRC) was presented to the Strategy Group. The information contained within the report and its appendices would also be presented to the Police Authority in their open part of the meeting on 17th December 2010.

In briefing the Strategy Group on the current position the BCU Commanders were asked to assist with the intrusive supervision of the stop and search powers.

It was agreed:

1. To note the report.
2. BCU Commanders to assist with intrusive supervision of the stop and search powers

Action: 1 - All to note

2 – BCU Commanders