

STRATEGY GROUP

Notes of the Meeting held on 23 June 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
Terri Teasdale	- Director of Resources
Amanda Cooper	- Director of Information, Science & Technology

Apologies

None

Specialist Support:

Chris Allum	- Chief Officer Support Manager
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28 – ADMINISTRATIVE MATTERS

The minutes of the meeting held on 24 May 2011 and the additional meeting held on 7 June 2011 were agreed.

29 – MATTERS ARISING

There were no matters arising.

30 – FINANCIAL POSITION

The Director of Resources updated the meeting on the financial position of the Force, with the Police Authority Meeting being held the following day and all the Chief Officers having copies of the Authority papers it was not intended to repeat the level of detail but highlight the key areas given the data available up to pay period two. It is difficult to draw any meaningful conclusions from any over / underspends in overtime as there is only one periods worth of data but this will as in previous years be monitored carefully including the adherence to the new overtime policy there are positive early signs that the Force is living within its budget on overtime at present.

It was agreed:

1. To note the financial update

Action: 1. All to note

31 – PERFORMANCE UPDATE

The DCC outlined the Force performance to date the reductions at this early stage were looking healthy

It was agreed:

1. To agree to note the Force Performance

Action: 1. All to note

32 – INFORMATION ASSET OWNERS

The DIST presented a paper for consideration on reducing the risk of information compromise and inadvertent loss of information. Work is already underway by the Force in respect of the Information Assurance Maturity Model (IAMM) and the proposals contained within the report are part of the identified areas of improving management of information risks against that maturity model.

The proposal is to have identified posts who are 'owners' of the system. These already exist for some of the systems but the IAMM outlines the accountability for the Information Asset Owners. It is recognised that the senior staff in the identified posts have never had the additional accountability of Information Asset Ownership and they may not recognise the need to take the proactive action required, CCMT support is therefore seen to be essential to the success of the initiative.

The Information Management Department (IMD) during 2010 compiled an Information Asset Register containing in excess of 300 information systems, a pragmatic approach based on risk has been used to identify the six systems which appear to pose the most risk. The paper identified the systems along with the proposed Information Asset Owner (IAO) and is reproduced below.

System	Owner
Command and Control	C/Supt Control Rooms
Outlook	DIST
Briefing (NIM)	D/C/S Intelligence
CEDAR	D/C/S Crime
Guardian Intelligence	D/C/S Intelligence
Custody	Head of Criminal Justice

It was proposed that each IAO receives a one to one briefing by IMD staff on their new responsibilities and is provided with supporting documentation and advice they may require.

A discussion took place regarding the responsibilities and burdens placed on the identified owners and it was agreed that the IMD should undertake the majority of the work in support of the 'owners'

A further concern was raised regarding information sharing agreements and partners use of the data and it was determined that the 'owners' are the decision makers where IMD identify issues and that IMD own, record, document and support the ISAs

To achieve its aims the paper made the following recommendations:

- I. That CCMT consider and accept the criteria for identification of information systems that pose most information assurance risks to Thames valley Police - **Agreed**
- II. That CCMT agree to phased implementation as the preferred course of action. - **Agreed**
- III. That CCMT accept that the identified 'Six Top Systems' are the best place to start. - **Agreed**
- IV. That CCMT agree with the identification and nomination of the 'Six Top Information Asset Owners'. - **Agreed**

It was agreed:

1. To the recommendations I to IV outlined above under the principles that IMD undertake the majority of the work in support of the Asset Owners

Action: 1. DIST

33 – STOP AND SEARCH – IAG UPDATE

The Chief Constable welcomed Phil Pavey from the Equalities and Human Rights Commission (EHRC) also in attendance for this item were Supt. Steve Kirk and Ch. Insp Hugh Matthews.

The papers before the meeting were the minutes of the Stop and Search IAG that took place on 2 June 2011 and a copy of the first quarterly monitoring report and Wycombe analysis which had been discussed at the last Strategy Group meeting but this meeting gave the opportunity for the Chief Officer Group to discuss the outcome of the report with a nominated officer of EHRC (Mr Pavey) which forms part of the agreement with the EHRC.

Phil Pavey who also attended the Stop and Search IAG made comment that they had gathered a useful set of people for the IAG although there appeared to be little or no representation from the younger age range and he welcomed the report and level of detail and said it raises more questions but this was 'encouraging'.

Ch Insp Matthews updated the meeting that work was already underway with the LPA CADOs to identify younger representatives.

Phil Pavey commented that he was surprised to hear that the IAG didn't want targets and this was possibly down to a misunderstanding of what the EHRC targets were looking to achieve and in relation to the disproportionality. Mr Pavey as part of the discussion around the setting of a target in reducing disproportionality suggested that the Force may want to use the terminology of 'Aspiring to get to the lower rates of disproportionality in comparison with other Forces' rather than setting a specific target.

Phil Pavey asked the Chief Constable if targeting drugs is a local priority to which she replied that it was not, he was also pleased to hear from ACC Rowell about the role of the Sergeants on checking the individual officers returns and checking for patterns with individual officers although this did not appear to have been captured in the documentation.

The Chief Officer group enquired of Mr Pavey if there was any national correlation between better usage and disproportionality, in reply Mr Pavey stated there was no national correlation between usage and disproportionality but there did appear to be a link between volume and arrest rate.

Mr Pavey went on to say that he was "impressed this is being addressed so seriously and in such detail." He also commented that less searching, more productivity, reducing crime and reducing disproportionality is a good position to be in.

The Chief Officer Team thanked Mr Pavey for his attendance and his observations, contribution and comments, Mr Pavey thanked the Chief Officer Team in return for allowing him to be part of the discussion rather than just being an observer.

It was agreed:

1. To note the contents of the consultation of the SSIAG

Action: 1 ACC NP&P

34 – LPM & SHIFT PATTERN UPDATE -CLOSED under the Freedom of Information Act 2000 – exemption 22 – Information intended for future publication.

35 – SLF FEEDBACK.

Sgt Katy Barrow-Grint presented the feedback from the recent SLF to the group.

The positive points from the feedback were that the Force had managed to maintain business as usual and performance and had clearly communicated the requirement for change. Interestingly individually it was felt that staff were still confused about the change.

It was suggested that in future that Change Agents be identified at an early stage, there is specific training in Managing Change, a consistent communication message (preferably delivered personally) and the involvement of practitioners at all levels.

The DCC paid tribute to the hard work and dedication Sgt Barrow-Grint had displayed during her time in Strategic Development and presented her with a commendation in recognition of her contribution

It was agreed:

1. To note the report

Action: 1. All to Note

36 – HAMPSHIRE CONFERENCE CALL

The DCC briefly updated the meeting on the essence of a recent conference call with Hampshire on the exploratory work being undertaken to examine the feasibility of outsourcing and collaboration of back office functions. It was agreed that a paper would be presented to the July meeting bringing the group up to date with the progress to date.

It was agreed:

1. To note the update.

Action: 1- All to Note