

STRATEGIC PEOPLE BOARD

Wednesday 26 January 2022

Commenced 2.00pm

Via Microsoft Teams

Attendance

Alexis Poole (ACO – People) (Chair)
 Raj Patel (Head of Equality, Diversity and Inclusion)
 Sarah Birch (Strategy and Policy Lead)
 Delphine Jones (Strategy and Policy Lead)
 Nicky Anderson (Alliance Head of People Resourcing & Development)
 Kevin Bailey (Chief Medical Officer)
 Paul O'Dwyer (Unison D & C)
 Andy Berry (Federation D & C)
 Jan Dwan (Strategic Meetings)

Joanne Manley (HR Organisational Support) (Dorset)
 Steve Penford (Alliance Head of Employee Relations)
 Claire Mead (Strategy and Policy Lead)
 Karen Duke-Glover (Legitimacy Manager) (Dorset)
 Beth Holmes (HR Manager (Corporate Support))
 Julie Kendall (Strategy and Policy Lead)
 Abbie Clarke (ER Strategy and Policy Lead)
 Debi Potter (Unison Dorset)

Guests

Julia Woodhouse (Senior Health & Safety Advisor) (for Andy Cole)

Apologies

Jo Mosley (ACO People and Support Services)	Andy Cole (Health & Safety Manager)
Sean Hounsell (Alliance Head of People – HR Operations)	Paul Kessell (Alliance Professional Standards)
Sandie Williams (HR Operations Manager)	Shyrose Allibhai (Resourcing Manager)
Carey Owen Head of HR Organisational Support)	Jared Parkin (Superintendent Ass. Dorset)
Abbie Clarke (ER Procedure and Project Manager)	Donna Wright (L & D Manager)
Dan Evans (Superintendents Ass. D & C)	Jeanette Ritson (L & D Manager)
Martin Barber (Unison D & C)	Kate Bendelow Trade Union Strategic Rep)
	Carol Grocott (ER Strategy and Policy Lead)

01/22/01 Opening, Declaration of Interests and Health & Safety [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. No Declarations of Interest were made.

01/22/02 Minutes of previous meeting on 16 December 2021 [FOIA Open]

The minutes of the previous meeting on 16 December 2021 were agreed as a true and accurate record with an amendment at the following:

4. Risk Register Update 2nd paragraph 2nd sentence to read 'They are reviewing and updating risks and mitigating actions.'

01/22/03 Action Log [FOIA Open]

The Chair asked for the action log to be transferred onto the Devon and Cornwall Corporate Action Log template which she would review and close any actions if required.

For action by: Strategic Meetings
Action discharged

01/22/04 Wellbeing Passport [FOIA Open]

Following the last meeting there was a requirement for an Equality Impact Assessment (EIA) to be presented. However, the EIA had not yet been completed therefore the sign off for the Introduction of a Wellbeing Passport would not be possible. An updated version of the Wellbeing Passport had been circulated to members. Any feedback on the latest version should be given to Mary Currie to enable the document, along with the EIA, to be presented and signed off at the next meeting on 24 February 2022.

For action by: All members

01/22/05 Police Staff Probation Policy and Procedures [FOIA Open]

Steve Penford presented a paper on Police Staff Probation Policy and Procedures. The policy was an Alliance approach and sought to align the procedures taken in both Forces for the management of police staff probation. Formal consultation had been completed with adjustments made to the document according to the feedback that had been received. There had been no significant issues that could not be incorporated into both documents. The EIA had not identified any problems that could not be accounted for. Work would continue to ensure that the correct data was available. Implementation of the policy would be within the next few weeks.

There was a numbering error in Appendix One People Portfolio Policy, at 2.3 which would require attention prior to the final version of the document being signed off.

The Board approved:

1. The Police Staff Probation Policy
2. Police Staff Probation Procedure

01/22/06 Strategic Updates [FOIA Open unless specified below]

The following key points were highlighted by each lead:

Organisational Support

Jo Manley provided an update for Dorset. Data was being produced each day for Covid. Gold meetings were held every day. Cases had escalated in the last few weeks and had reached around 60. There was concern around the amount of staff that were absent however, the numbers were beginning to decrease although not as low as the Force would have liked. Data was continuing to be provided for Commanders. There was a further risk around Vulnerable Risk Assessments as it was suggested that only a small proportion of Managers had reviewed the assessments in the last three months. Andy Cole has reviewed the assessments to ensure that they were still fit for purpose. Commanders had been given their staff data to enable them to update the assessments which would enable them to be fit for purpose. The assessments should be reviewed every three months by Managers.

There had been a number of Sexual harassment discipline cases. One had been given a final warning and one had resigned. There had been an increase in cases as more individuals were coming forward to report cases.

There had been an uplift in Regional Organised Crime Unit (ROCU). Many issues were being seen around Forensics which continued to require HR support. Terms and conditions were still to be aligned around collaborations support was being given in the Region to assist.

Beth Holmes provided a brief update for Devon and Cornwall. Covid cases were progressively reducing in terms of absence rates. Nationally the absence rate was 6.5% and Devon and Cornwall were at 7%. There had been usual hotspots in CRC which was being managed effectively.

Alexis Poole advised the Board that a Covid Gold was due to be held in Devon and Cornwall. Both Forces had agreed a return to work message in light of the government guidelines. One to one conversations would be held within the People Portfolio to ascertain what a future operating model would be in terms of working from home. Brief discussion was held. It was agreed that any messages would be shared with the Unions and Staff Associations prior to them being published on Sharepoint.

Employee Relations

Steve Penford provided an update. Significant work had been undertaken around the pay progression standard for Police Officers a small working group was giving support with good progress being made. There were plans to use Agresso to help smooth the process as much

as possible. Confirmation that implementation around personal safety training and job related fitness tests were accessible in respect of Dorset officers on Agresso. An update would be brought back to the next Strategic People Board on 24 February 2022. It was hoped that communication would go out to Officers before April 2022 however payments would not be made until April 2023 which would give Officers a minimum of 12 months' notice of the requirements.

For action by: **Steve Penford**

Work was ongoing around the fertility treatment and career grades.

Service critical skills payments was a priority and making good progress. Payments would be paid to Officers in recognised roles who had completed the qualifying conditions in February 2022 payroll. Workload payments for Superintending roles was advancing.

A piece of work was also being carried out around general bonus payments for Officers including how it would be implemented and operate which would include authorisation levels. The same work would be carried out at a later date for Police Staff which would be presented back at a future meeting.

For action by: **Steve Penford**

Health & Safety

Julia Woodhouse provided an update. The new A10 build at Winfrith with Rams to be submitted for some of the preparation work required. There were four other Estates buildings projects being supported in Dorset. These included the replacement of lighting, water tank and BMS panel at Ferndown and a lift replacement at Bournemouth.

The new Police Station was due to start at Exmouth

The BMW N57 engine issue were continuing. Further restrictions had been brought in so the maximum speed limit had been reduced to 70mph.

Devon and Cornwall were due to be audited by the South West Audit Partnership (SWAP) in relation to fire. The same audit had recently been carried out in Dorset.

Wellbeing

Kevin Bailey provided an update. The Occupational Uplift, to bring in house in Dorset was ongoing. Confirmation had now been received from the NHS that they would extend their contract for six months.

A new fitness lead in Dorset had recently been appointed.

The Psychological Trauma Risk Management Policy was continuing to be worked on

The Senior Leadership health provision was being rolled out.

Positive Action

Sarah Birch provided an update. A presentation on the Forces Positive Action Support Programme had been given at Positive Action Practitioners Alliance (PAPA). An online web based programme had been developed for potential candidates going into Police Officer (PO) roles. Since the presentation the programme had been changed and a promotions programme had been added. Women and others from diverse groups were being encouraged to come forward and take up promotion boards.

In March 2022 a promotions programme for Sergeant to Inspector would be launched. Engagement and inspirational webinars would also be launched to try and encourage individuals to put them selves forward for promotion. Sessions had been booked in March and at the end of the sessions individuals would be given the opportunity to link up with a mentor which were currently being sourced from Officers at Inspector level or above to support some of the candidates. Following those sessions individuals would be invited to confident workshops which would cover all under represented groups although they would be separate as a number of women had specified that an all women group would be better for them. There would be opportunities to have these sessions either face to face or on line.

Following all the workshops individuals would be invited back to a further Inspirational and Engagement Workshop event. After the workshops people would be invited to the Positive Action Support five day Programme.

Organisational Development

Delphine Jones provided an update. Work was continuing on talent mapping. The focus had been to ensure that Line Managers were more involved in the process.

Work was continuing on the Leadership Programme that was released in March 2022. Work was also continuing on Performance Management and Coaching workshops.

A Wellbeing People group was held every few months to discuss any issues that may have been raised. The Group also get involved with different campaigns.

There had been further development of wellbeing support, for those subject to misconduct or those raising matters. The support included training of peer supporters to enable the provision to be increased.

People Service Delivery

Claire Mead provided an update. Preparations were being made for the next data gathering exercise for HMIC inspection that was anticipated in March/April 2022. Trend data was also being prepared.

Force Management Statement (FMS) was being kept up to date in both Forces. There was focus on the Risk Register to ensure risks were recorded consistency and at the correct level.

A refresh of the People Strategy was continuing looking at the objectives for 2022/23.

The move to Sharepoint on line was being delayed due to other ICT priorities. The new timeline was not yet known. All the preparation had been carried out with ICT.

Phases one and two of General Data Protection Regulation (GDPR) had been rolled out which covered email and file management.

Resource and Talent Planning

Nicky Anderson provided an update. Retention would be focused on in two areas Police Staff turnover and Student officer attrition. The retention plan would also be reviewed.

Uplift recruitment figures were highlighted. By March 2023 520 Officers in Dorset and 1375 Officers in Devon and Cornwall would have been recruited.

Teams were focusing on uplift and PEQF. There were risks to wellbeing and attrition for Student Officers.

Police staff tiering process was being worked on which was out for internal consultation prior to it going to formal consultation.

Next steps PEQF were being reviewed. It appeared that not many individuals were joining the Force via the degree route.

Line Managers had been supported with workshops which enabled them to view recruitment in a different way.

Learning and Development

Nicky Anderson provided a verbal update. The current focus was on Uplift. Personal Safety Training (PST) Transformation would move to two days a briefing note would be presented at the next Workforce Demand group outlining more details.

There was a risk with the Voyager Project due to the Niche implementation in both Forces.

E learning compliance was also an area of risk which had been raised nationally as most Forces were having to move away from NCALT as it was unable to monitor packages. The move to Kaludus was a priority in Devon and Cornwall. The Business case would be prioritised.



Official

Digital Development - The team delivered a stop and search session which was seen as a great success.

Ofsted were currently reviewing CMCU and inspection for PEQF was imminent.

Following a meeting with L & D SMT Wellbeing principles, which may assist the wider People Portfolio, had been put together. Practices were reviewed and practical things had been discussed. MS Teams Digital Group were also discussed. A further update would be presented at the next meeting on 24 February 2022.

For action by: Delphine Jones

Following the updates general discussion was held with the following points highlighted:

- Service Critical Payments - messages should be put back onto Sharepoint as many email enquiries were being sent to Andy Berry
- Flexible Working requests. There appeared to be some slight nuances between both Forces which had been raised by the Federation at a previous EDHRSG meeting. Many flexible working requested were being refused which resulted in individuals going to the Unions. Discussion was held around flexible working and the perceptions that some staff had around the issues that had been highlighted. There was a need to ensure that the Force were confident with the process and policies and any planned changes that may be looked at.

There being no other business the meeting closed at 3.45pm The next Strategic Board meeting will be held on 24 February 2022 commencing at 2.00pm Via Microsoft Teams.