



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday 21 September 2022
Commenced at 2pm
Via Microsoft Teams

Attendance

Jo Mosley, Assistant Chief Officer - People & Support Services (Chair)
Steve Penford, Alliance Head of Employee Relations
Sean Hounsell, Alliance Head of People (HR Operations)
Jim Richardson, HR Change Team Manager (Dorset)
Carol Grocott, ER Strategy and Policy Lead
Julie Kendall, Strategy and Policy Lead
Jared Parkin, Superintendents Association (Dorset)
Jon Nickson, Wellbeing Manager
Kate Bendelow, Trade Union Strategic rep (Devon and Cornwall)
Debi Potter, Unison (Dorset)
Bex Ousley, Specialist Support Coordinator

Nicky Anderson, Alliance Head of People (Resourcing and Development)
Raj Patel, Head of Equality, Diversity and Inclusion

Carey Owen, Head of HR Organisational Support (Devon and Cornwall)
Abbie Clarke, ER Procedure and Projects Manager
Sarah Birch, Strategy and Policy Lead
Delphine Jones, Strategy and Policy Lead
Jo Manley, HR Organisational Support (Dorset)
Andy Cole, Health and Safety Manager
Jim Purkiss, Police Federation (Devon and Cornwall)
Larry Lea, Staff Officer

Guests

Rachel Ackland Mental Health & Welfare Advisor (for minute reference 08/22/78)

Andy Robertson, Constable – Federation Dorset (representative for Karen Stacey)

Apologies

Alexis Poole, Assistant Chief Officer – People (Devon and Cornwall)
Karen Duke-Glover, Legitimacy Manager (Dorset)
Sandie Williams, HR Operations Manager
Claire Mead, Strategy and Policy Lead
Andy Berry, Police Federation (Devon and Cornwall)

Dan Evans, Superintendent Association (Devon and Cornwall)
Shyrose Allibhai, Resourcing Manager
Zoe Holifield, HR Change Manager
John Harrison, Health and Wellbeing Advisor
Karen Stacey, Sergeant – Federation (Dorset)

08/22/75 Opening, Declaration of Interests and Health and Safety Obligations [FOIA Open]

Jo Mosley opened the meeting, welcoming members and noting apologies. No declarations of interest, health and safety or equality issues were raised.

08/22/76 Minutes of the Previous Meeting 24 August 2022 [FOIA Open]

The minutes from the previous meeting on 24 August 2022 were agreed as a true and accurate record.

08/22/77 Action Log [FOIA various]

- a. **Action 64 Health and Wellbeing Update – Sickness Absence (previous minute reference 04/22/31 and 07/22/65 [FOIA Closed s.22 Information intended for future publication])**
- b. **Action 89 Positive Action Ambassadors – Dorset (previous minute reference 06/22/56 and 07/22/65) [FOIA Open]**
Briefing provided under minute reference 08/22/79, action therefore discharged.
Action discharged.
- c. **Action 90 Workforce Representation Update (previous minute reference 06/22/57 and 07/22/65) [FOIA Open]**
Letters were being issued. Action complete.
Action discharged.
- d. **Action 91 Finalised Mental Wellbeing Plan 2022-24 – Minimum Staffing Levels (previous minute reference 06/22/58 and 07/22/65) [FOIA Open]**
It was confirmed minimum staffing was not part of the mental wellbeing plan. Wellbeing was a central consideration within the Devon and Cornwall Operating Model Board chaired by ACC Operations Support, who were in the process of designing a new operating model. Issues such as minimum staffing levels was within the Operating Model Board area of focus.
Action discharged.
- e. **Action 92 Finalised Mental Wellbeing Plan 2022-24 – Actions (previous minute reference 06/22/58) [FOIA Open]**
Action complete.
Action discharged.
- f. **Action 96 Devon and Cornwall Police and Dorset Police Health and Safety in Initial Training Update August 2022 (previous minute reference 07/22/67) [FOIA closed s.22 Information intended for future publication]**
- g. **Action 98 Occupational Health Programme Monthly Update (previous minute reference 07/22/70) [FOIA Open]**
Briefing provided under minute reference 08/22/82), action therefore discharged.

Action discharged.

- h. Action 99 HR File Management System Update (previous minute reference 07/22/71) [FOIA closed s.43 Commercial Interests]**
- i. Action 100 Policies and Procedures Approval – Pay Progression Standard (previous minute reference 07/22/72) [FOIA Open]**
Briefing provided under minute reference 08/22/80a, action therefore discharged.
Action discharged.
- j. Action 101 Any Other Business – NPCC Guidance Rejoiner Scheme (previous minute reference 07/22/73) [FOIA Closed s.22 Information intended for future publication]**
- k. Action 102 Any Other Business – Wellbeing Passport (previous minute reference 07/22/73) [FOIA Open]**
Briefing provided under minute reference 08/22/83, action therefore discharged.
Action discharged.

Rachel Ackland joined the meeting.

08/22/78 Health and Wellbeing Update – Sickness Absence – Action 64 [FOIA Closed s.22 Information intended for future publication]

08/22/79 Positive Action Ambassadors – Dorset – Action 89 [FOIA Closed s.43 Commercial interests]

08/22/80 Policies and Procedures for approval [FOIA as stated below]

- a. Pay Progression Standard [FOIA Closed s.22 Information intended for future publication]**
- b. Police Officer Rejoiner Scheme [FOIA Open]**
Members received and noted the Police Officer Rejoiner Procedure version 1.2 and the Equality Impact Assessment (EIA) version 1.0, which were provided by Julie Kendall. The EIA had been updated however the Board had not been sighted on the latest version. Approval was being sought for the procedure to be signed off, subject to final review and quality assurance of the EIA by legitimacy team.

The Board agreed:

1. To approve in principle the Police Officer Rejoiner Procedure subject to the EIA quality assurance review by the legitimacy team.

08/22/81 People Strategy Quarterly Update 2022/23 [FOIA Open]

Members received and noted the People Strategy Quarterly 2022/23 update provided by Nicky Anderson. The paper covered key objectives set to be delivered over the next 12 months and also highlighted key areas which had already been delivered by the organisation in the last quarter.

The following key points were highlighted:

- 24 individuals had been or were currently being supported through the misconduct peer support service as of 15 August 2022. Initial feedback had been positive.
- Various Wellbeing training was underway with further resilience workshops planned.
- Discussions had been held with the Commander as to leadership gaps or current needs to ensure that our line managers were equipped to deal with difficult conversation, performance management etc.
- There was a continued focus on uplift which was on track. Regular conversations were being held to ensure key people and line managers were being supported.
- Work was ongoing with the leadership gap analysis and with 'Make the Difference' which required clarity for roles.
- Mahogany cultural development work continued to inform and develop EDI strategy for Dorset.
- An inclusivity programme had been rolled out by Senseia to Senior Leaders in Devon and Cornwall Police with the expectation it would be further developed for ranks below in future years.
- The second phase of the pilot of the Bystander Training was due to roll out in October/November 2022, with 240 spaces across both forces. Consideration of future Force roll out was being explored.

Jo Manley re-joined the meeting

- Personal Safety Transformation remained on track for implementation next year with some marginal changes to the implementation dates in Devon and Cornwall Police.
- Police Staff career paths will be of focus for development by a working group over the forthcoming months as well as incremental work (due to capacity) to consider a PDR system for both forces.

The Chair thanked Nicky Anderson for her update.

08/22/82 Occupational Health Programme – Monthly Update [FOIA Closed s.22 Information intended for future publication]

08/22/83 Wellbeing Passport [FOIA Open]

Members received and noted the verbal update provided by Carey Owen in relation to the Wellbeing Passport. The passport had been approved by the Board earlier in the year and publicised through various means, including publication on the People Portfolio pages, in the Health & Wellbeing Newsletter, via the HR Delivery teams as part of their case management, and to heads of business areas. However, it was fully recognised that further communication and support would

be needed to fully embed its use as intended. This would follow a review of the draft national guidance and any resultant amendments to the Wellbeing Passport.

It was suggested a further review of its uptake be carried out at the end of the year. Carey Owen would provide a further update at the next Board following a review of the national guidance, to advise if there were any further recommendations, and how the Wellbeing Passport was to be implemented and embedded.

For action by: Carey Owen

08/22/84 People Wellbeing Group [FOIA Closed s.22 Information intended for future publication]

08/22/85 Reverse Mentoring [FOIA open]

Members received and noted the Reverse Mentoring update presented by Delphine Jones. The following key points were highlighted:

- Both forces were keen to be part of reverse mentoring for which there was a national pilot as well as a couple local smaller pilots.
- Mentees would include Superintendents and Police Staff equivalent and above.
- Mentors would include Police Constables, Sergeants and Police Staff equivalent.
- Reverse mentoring would help close the gap between senior leaders and more junior members, creating a diverse and inclusive police service.
- There were many benefits which included empowering, mentoring, organisation commitment, meaningful connections, self-awareness and personal leadership growth.
- Reverse mentoring plans had been out to staff for feedback. The results queried why it sat at a more senior level and not at middle management, and how the right people would be engaged. Delphine Jones would provide a light Equality Impact Assessment (EIA) at the next meeting on 26 October 2022, following the queries raised from the feedback, and any significant areas of concern had been highlighted would be shared at that time. A second EIA would be provided next year to review any negative impact.

For action by: Delphine Jones

- Encouragement for reverse mentoring would go through leadership with internal communication seeking any Expression of Interests (EOI), with external communications to go out at a later date.
- The Reverse Mentoring paper had been to the Executive Board who were fully supportive. Once launched, Delphine Jones would raise awareness to the Executive through Jo Mosley and Alexis Poole.

08/22/86 Governance for Strategic People Board [FOIA Open]

The Chair requested members consider the future governance for the Strategic People Board and to ensure items presented to the Board had been shared with other areas at the right level. A discussion would take place at the next Board meeting on 26 October 2022 and all members invited

to engage in the process. The Specialist Support Hub would ensure governance for the Strategic People Board would be included on the agenda for the next meeting.

For action by: **All members and the Specialist Support Hub**

08/22/87 Papers for noting [FOIA as stated below]

a. People ICT Strategic Requirements Group [FOIA Closed s.43 Commercial interests]

b. Alliance Health and Safety Committee [FOIA Open]

Members noted the next Alliance Health and Safety Committee was due to be held on 4 October 2022 and that the papers provided for noting remained the same.

Raj Patel left the meeting.

c. Training Plan Update Group [FOIA Open]

No paper had been provided to the Board. However, members noted concerns around business abstraction. The following key points were highlighted:

- Voyager training was continuing and being delivered online and in person, with 43% having completed the training.
- Niche rollout was ongoing.
- There was a final push on fire safety and victim codes.
- Training was ongoing for Devon and Cornwall's new signposting tool for mental health, with safeguarding training planned at the same time.
- Members were encouraged to attend and promote the upcoming Wellfest event in October to their staff and teams.

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 4.00pm. The next Strategic People Board meeting will be held on Wednesday 26 October 2022, commencing at 2pm Via Microsoft Teams.