



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday 23 November 2022
Commenced 14:00
Via Microsoft Teams

Attendance

Jo Mosley (Assistant Chief Officer – People and Support Services) (Dorset) (Chair)	Steve Penford (Alliance Head of Employee Relations)
Nicky Anderson (Alliance Head of People – Resourcing and Development)	Raj Patel (Head of Equality, Diversity and Inclusion – Devon and Cornwall)
Carey Owen (Head of HR Organisational Support) (Devon and Cornwall)	Jim Richardson (Alliance Head of People – HR Operations)
Tom Holmes (Head of HR Organisational Support) (Devon and Cornwall)	Jim Purkiss (Police Federation) (Devon and Cornwall)
Andy Cole (Health and Safety Manager)	Abbie Clarke (ER Procedure and Projects Manager)
Shyrose Allibhai (Resourcing Manager) (Dorset)	Karen Duke-Glover (Legitimacy Manager) (Dorset)
Carol Grocott (ER Strategy and Policy Lead)	Jo Manley (HR Organisational Support) (Dorset)
Claire Mead (Strategy and Policy Lead)	Julie Kendall (Strategy and Policy Lead)
Delphine Jones (Strategy and Policy Lead)	Jon Nickson (Wellbeing Manager)
Bill Stevens (GMB Union Representative) (Devon and Cornwall)	Kate Bendelow (Trade Union Strategic Representative) (Devon and Cornwall)
Carrie Chapman (Specialist Support Coordinator)	

Guests

Sara Crane (Superintendent Association) (Devon and Cornwall) (Rep for Dan Evans)	Natasha Hill (Health and Wellbeing Advisor) (Devon and Cornwall) (for minute reference 10/22/106 only)
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Apologies

Alexis Poole (Assistant Chief Officer – People) (Devon and Cornwall)	Dan Evans (Superintendent Association) (Devon and Cornwall)
Sandie Williams, HR Operations Manager	Sarah Birch (Strategy and Policy Lead)
Andy Berry (Police Federation) (Devon and Cornwall)	John Harrison (Health and Wellbeing Advisor)
Paul Kessell (Alliance Professional Standards)	
Larry Lea (Staff Officer) (Devon and Cornwall)	Zoe Holifield (HR Change Manager)

10/22/102 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.

Shyrose Allibhai joined the meeting.

10/22/103 Minutes of the Previous Meeting 26 October 2022 [FOIA Open]

The minutes from the meeting on 26 October 2022 were agreed as a true and accurate record.

Julie Kendall, Delphine Jones, Nicky Anderson, Jo Manley and Raj Patel joined the meeting.

10/22/104 Action Log [FOIA Open unless exemptions below]

- a. Action 85 Mental Wellbeing Plan – Wellfest Issues (previous minute reference 06/22/53)**
Discussion was held at minute extract 10/22/106.
Action discharged.
- b. Action 93 People Strategy Update (previous minute reference 06/22/59)**
Members noted the update provided on the action log.
Action discharged.
- c. Action 103 Health and Wellbeing Update – Sickness Absence – Action 64 (previous minute reference 08/22/78) [FOIA Closed s.22 Information intended for future publication]**
- d. Action 111 Occupational Health Programme – Monthly Update (previous minute reference 09/22/94)**
Members noted the update provided on the action log.
Action discharged.
- e. Action 113 Wellbeing Passport (previous minute reference 09/22/96)**
The College of Policing had provided draft guidance regarding workplace adjustment passports and the information had been reviewed to ensure necessary items had been included in the Wellbeing passport. Work was ongoing to make adjustments to the passport, which would then be shared with trade unions, the federation and staff support groups, and further communications would be issued once the changes to the passport were agreed. Carey Owen would provide a formal update regarding the agreed passport to the Board on 21 December 2022.
For action by: Carey Owen
- f. Action 115 Governance for Strategic People Board (previous minute reference 09/22/97) [FOIA Closed s.31 Law enforcement]**
- g. Action 116 Governance for Strategic People Board (previous minute reference 09/22/97) [FOIA Closed s.31 Law enforcement]**
- h. Action 118 Papers for noting: c. Training Plan Update Group (previous minute reference 09/22/98c)**
Discussion was held at minute reference 10/22/108.
Action discharged.

- i. **Action 119 Positive Action Update** (previous minute reference 09/22/100) [FOIA Closed s.43 Commercial interests]

10/22/105 Policies and Procedures for Approval – National Police Chiefs Council Police Family Support Guidance [FOIA Open]

Steve Penford presented the National Police Chiefs Council (NPCC) Police Family Support Guidance paper which had been produced for consideration by both forces. A review had been undertaken of the policies in place and it was confirmed that the existing provisions met the NPCC recommendations. Minor enhancements had been made to the procedures in place to ensure support was available where needed. It was noted that formal consultation had not been undertaken as the amendments had been minor.

The Board:

1. Approved the amendments made to the Family Leave procedural suite following the review of the NPCC guidance.

Members thanked Steve Penford for his update. Jim Purkiss left the meeting and Natasha Hill joined.

10/22/106 Mental Wellbeing Plan – Wellfest 2022 Evaluation and Feedback [FOIA Open]

Natasha Hill presented the Wellfest 2022 Evaluation and Feedback paper which provided members with an overview of activity undertaken, and issues identified during the Wellfest 2022 event.

The following key points were raised:

- Requests for virtual tickets had doubled compared to the 2021 event, with a 65% attendance rate from those who had requested tickets.
- 350 staff had been engaged during the two weeklong event which saw attendance from 15 forces.
- Financial support had been received from the County Councils to run the event.
- Issues had been identified regarding awareness of sessions and lack of communications. Whilst using Eventbrite to book tickets had worked well, feedback was received that registration for events had closed too early. Members were informed that the early close in registration was to allow the volunteer who supported the event time to manage the requests received.
- Recordings of the 2022 sessions had been made available on Sharepoint.

Discussion followed regarding attendance at the sessions and if those who had attended were from the same areas of business as previous years. It was noted that whilst more senior managers had attended the recent events there remained a lack of front line roles represented amongst attendees. Presentations on wellbeing given across the organisation continued to signpost to Wellfest session recordings where appropriate.

Formal planning for the 2023 Wellfest would begin in April 2023 and all members were invited to provide feedback and ideas for sessions to the Wellfest team.

For action by: **All members**

It was noted that engagement with the event was higher in Devon and Cornwall than in Dorset, and it was suggested that greater involvement from senior leaders could boost attendance at sessions. Natasha Hill would arrange to brief the Assistant Chief Constable Board or Force Executive Board during the planning phase for the 2023 Wellfest event.

For action by: **Natasha Hill**

Discussion followed regarding mental health provisions which had been a focus at the 2022 Wellfest, and feedback had been received that those sessions had highlighted the need for support amongst attendees. Queries were raised regarding tracking departments who attended sessions and it was suggested that collection of data could be planned into the event by using resources on recuperative duties.

Members thanked Natasha Hill for her update, and she left the meeting.

10/22/107 Papers for noting - People Information Communication Technology (ICT) Strategy Requirement Groups [FOIA Open]

Members received and noted the People Information Communication Technology (ICT) Strategic Requirements paper presented by Nicky Anderson, and no queries were raised.

10/22/108 Joint Workforce Supply Group Update – Training [FOIA Open]

Nicky Anderson provided members with a brief update of activity in the Joint Workforce Supply Group with the following key points raised:

- Discussion had been held regarding the training plans and cycle.
- E-learning compliance was high at around 75% on average, but some legally required courses such as Joint Emergency Services Interoperability Programme (JESIP), Abuse of Position for Sexual Purposes, and Fire Safety had not been fully completed and had not yet met the 80% requirement.
- Legislative changes to Out of Court Disposals required further training which was scheduled for completion in Devon and Cornwall by April 2023, and discussions were in progress regarding implementing the training in Dorset.
- An Organisational Needs Analysis (ONA) was identified for Devon and Cornwall by a national Project Servator team around destructive effects counter terrorism tactics, and Dorset also needed to be involved in the training.
- Command Cell training in Dorset was scheduled during 2023.
- Operational Security Liaison Officer training, which related to covert operational scrutiny, had been identified as a need in Devon and Cornwall and needed to be extended to Dorset.

Members thanked Nicky Anderson for her updates, and Jon Nickson joined the meeting.

10/22/109 Health & Wellbeing – Sickness Absence [FOIA Open]

Members noted that the Health and Safety Sickness Absence paper had not been circulated prior to the meeting, and the paper would be included on the 21 December 2022 agenda for discussion. Jon Nickson provided members with a brief overview of the paper which had identified trends in both forces where psychological sickness had amounted to 25% of the absences across a three month period.

Members thanked Jon Nickson for his update.

10/22/110 Papers for noting – Alliance Health and Safety Committee – previous minutes 4 October 2022 [FOIA Open]

The Board received and noted the minutes from the Alliance Health and Safety Committee 4 October 2022.

10/22/111 Papers for noting – Occupational Health Report [FOIA Open]

Members received and noted the Alliance Occupational Health Transformation Programme report and were made aware that Occupational Health would remain a standing agenda item, with information to be provided by Jim Richardson at future meetings.

The Board:

1. Noted the update and follow up actions identified in the paper.

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 2.40pm. The next Strategic People Board meeting will be held on Wednesday 21 December 2022, commencing at 2.00pm via Microsoft Teams.