



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday 21 December 2022

Commenced at 2.30pm via Microsoft Teams

Attendance

Alexis Poole (Assistant Chief Officer – People) (Devon and Cornwall) (Chair)	Steve Penford (Alliance Head of Employee Relations)
Raj Patel (Head of Equality, Diversity, and Inclusion – Devon and Cornwall)	Jim Richardson (Alliance Head of People – HR Operations)
Carey Owen (Head of HR Organisational Support) (Devon and Cornwall)	Andy Berry (Police Federation) (Devon and Cornwall)
Jon Nickson (Wellbeing Manager)	Shyrose Allibhai (Resourcing Manager) (Dorset)
Kate Bendelow (Trade Union Strategic Representative) (Devon and Cornwall)	Claire Mead (Strategy and Policy Lead)
Tom Holmes (Superintendent's Association)	Sarah Birch (Strategy and Policy Lead)
Debi Potter (Unison) (Dorset)	Bex Ousley (Specialist Support Coordinator)

Guests

Julie Woodhouse (Senior Health and Safety Advisor) (representative for Andy Cole)

Apologies

Jo Mosley (Assistant Chief Officer – People and Support Services)	Nicky Anderson (Alliance Head of People – Resourcing and Development)
Dan Evans (Superintendents Association Chair) (Devon and Cornwall)	Jeannette Ritson (Learning and Development Manager)
Karen Duke-Glover (Legitimacy Manager) (Dorset)	Abbie Clarke (ER Procedure and Projects Manager)
Andy Cole (Health and Safety Manager)	Zoe Holifield (HR Change Manager)
Jo Manley (HR Organisational Support) (Dorset)	Karen Stacey (Sergeant – Federation) (Dorset)
John Harrison (Health and Wellbeing Advisor)	Julie Kendall (Strategy and Policy Lead)
Jim Purkiss (Police Federation) (Devon and Cornwall)	Bill Stevens (GMB Union Representative) (Devon and Cornwall)
Delphine Jones (Strategy and Policy Lead)	

11/22/112 Opening, Declaration of Interests and Health and Safety Obligations [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. The following declaration of interest was raised:

Item	Member	Reason	Action
Minute reference 11/22/115	All Members	All members were affected by the Police Staff recruitment and selection process and the removal of tiering.	Noted, and no further action was taken.

No Health and Safety, or equality issues were raised.

11/22/113 Minutes of the Previous Meeting 23 November 2022 [FOIA Open]

The minutes from the meeting on 23 November 2022 were agreed as a true and accurate record.

11/22/114 Action Log [FOIA Open unless exemptions below]

- a. **Action 103 Health and Wellbeing Update** (previous minute reference 08/22/78 and 10/22/104c) [FOIA Closed s.22 Information intended for future publication]
- b. **Action 113 Wellbeing Passport** (previous minute reference 09/22/96 and 10/22/104e)
Briefing provided at minute extract 11/22/118.
Action discharged
- c. **Action 115 Governance for Strategic People Board** (previous minute reference 09/22/97 and 10/22/104f) [FOIA Closed s.31 Law Enforcement]
- d. **Action 116 Governance for Strategic People Board** (previous minute reference 09/22/97 and 10/22/104g) [FOIA Closed s.31 Law Enforcement]
- e. **Action 119 Positive Action Update** (previous minute reference 09/22/100 and 10/22/104i) [FOIA Closed s.43 Commercial Interests]
- f. **Action 120 Essential Users Allowance Recompense – Dog Handlers** (previous minute reference – remitted from Joint Executive Bord 05/22/23) [FOIA Closed s.22 Information intended for future publication]

11/22/115 Policies and Procedures for Approval – Police Staff Recruitment and Selection Process – Removal of Tiering [FOIA Open]

Members received and noted the Alliance Police Staff Recruitment and Selection Procedure paper provided by Shyrose Allibhai. The paper sought approval from the Board for an amendment to the procedure, which had been subject to a formal consultation, for the removal of tiering vacancies internally in the first instance before advertising externally.

The following key points were highlighted:

- Significant feedback had been received. However, the more generic feedback would be considered as part of 'business as usual' review of processes and were noted to be out of the scope of this review.
- The tiering process was an old procedure and was now creating delays in the recruitment activity.
- Processes were being reviewed such as the E-recruitment system OLEO and vetting, to help make the recruitment process smoother and quicker.
- The recent 2021 census showed ethnicity in the general population of both Devon and Cornwall and Dorset had increased, which strengthened the opportunity to increase representation by widening the pool of candidates.
- Members noted the redeployment process was different and would be reviewed early 2023.
- A concern was raised around redundancies and if it became a requirement in the future, the policy would need to be revisited and amended.
- The Board were assured if future revisions to the procedure were required, these could be carried out and implemented promptly.
- Members were informed the revised procedure would be published early 2023, subject to the Board's approval.

The Board:

Noted the concern raised around redundancies, and the feedback in relation to the redeployment process, both of which could instigate further reviews of the policy, with a view to amending them again.

The Board:

1. Approved the amendments to the Police Staff Recruitment and Selection Procedure for the removal of all references to Tiering, which had been subject to formal consultation, in accordance with the agreed consultation process.

Shyrose Allibhai left the meeting.

11/22/116 Intelligence Report on the Mental Health and Wellbeing Offering across Dorset Police and Devon and Cornwall Police [FOIA Open]

Members received and noted the Psychological Absence Intelligence Report provided by Jon Nickson. The paper provided additional information on psychological sickness rates by department, to help form a strategic overview of psychological absence in each Force. There were nine suggested recommendations within the paper.

Following discussion, the Board supported:

1. Review Avon & Somerset's approach to managing sickness and psychological wellbeing as although they have experienced a similar increase in cases, they are averaging three days less sickness a year for officers and staff.
2. Prioritisation of the development of agreed activity within the recently revised mental wellbeing plan. Specifically, around a guidance document for manager on evidence-based practices for creating a psychologically healthy work environment.

3. Obtain departmental data on the numbers of individuals with psychological sickness in each department to better understand if it is a few individuals with longer periods of absence or a higher number of individuals shorter absence. This could be helpful in identifying specific departments to provide a more detailed focus on to both identify issues and identify supportive measures to assist.
4. Supportive holistic reviews of departments with high psychological sickness rates over several quarters.
5. Regular reporting of psychological sickness by department and with consideration this is included in the new dashboards which were being developed.
6. Look at further promotion of managers doing wellbeing checks as part of regular workload 1:1 meetings, diffusing and at PDR's. In some parts of the organisation that was happening and being recorded leading to increased regularity.
7. Consideration of how we can further reduce stigma around mental health for police officers to encourage early reporting of issues.

Debi Potter and Kate Bendelow left the meeting.

8. Completion of alliance wide high-risk form to ensure cases where there was suicidal ideation information was collected to ensure support and Trigger plans can be provided. Linked to the review of the suicide support material available to line managers were the suicide postvention plans taking into consideration the latest Oscar Kilo updates.
9. A review of the current in-house service provision for those actively supporting the increasing numbers of individual requiring psychological support and the additional risks around this.

Jon Nickson to commence work on recommendation number nine (a review of the current in-house service provision for those actively supporting the increasing numbers of individual requiring psychological support and the additional risks around this), and to provide an update on all nine points to the Board in six months' time, at the meeting on 28 June 2023.

For action by: Jon Nickson

11/22/117 Exit Questionnaire [FOIA Closed s.22 Information Intended for Future Publication]

11/22/118 Wellbeing Passport [FOIA Open]

Carey Owen provided a brief verbal update to the Board which remained broadly the same as the update received at the 23 November 2022 meeting. However, an additional request had been received from the Health and Safety Manager, to promote in the Wellbeing Passport personal evacuation plans for individuals who had a physical disability. The revised final version of the Wellbeing Passport would be shared with the Board.

For action by: Carey Owen

11/22/119 People Strategy Quarterly Update 2022/23 [FOIA Open]

Members received and noted the People Strategy Quarterly 2022/23 update provided by Claire Mead. The paper covered key objectives set to be delivered over the performance year 2022/23,

and also highlighted key updates on progress/areas which had already been delivered by the portfolio in the last quarter.

Various updates were provided within the paper and highlighted good progress in a range of topics, these included cultural understanding across the board, the returner's scheme procedure which had been supported, positive action, and new ways of working.

Work was commencing for the quarter three update, and members were advised requests for updates would be sent out early 2023, to ensure all relevant updates had been received in time for the next quarterly update due at the Board on 22 March 2023.

Jon Nickson confirmed the Wellbeing Dogs Pilot process was being reviewed and he would provide a paper at the next Board 25 January 2023, following a discussion with Jim Richardson.

For action by: Jon Nickson

Members thanked Claire Mead for the insightful and useful update provided.

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 3.26pm. The next Strategic People Board meeting will be held on Wednesday 25 January 2023, commencing at 2.00pm via Microsoft Teams.