Devon and Cornwall Police
Resources Board
Wednesday 6 December 2023
Via Teams and commenced at 2.00pm

Attendance
Fran Hughes (Chief Executive – Office of the Police and Crime Commissioner) (Chair)
Dave Thorne (T/Deputy Chief Constable) (from minute reference 11/23/120)
Nicky Allen (Treasurer – Office of the Police and Crime Commissioner)
Sarah Baker (Head of Business Accounting)
Mike Saltern (Independent Advisor – OPCC)
Chloe Christine (Admin and Business Support Officer)
Alison Hernandez (Police and Crime Commissioner)
Sandy Goscomb (Director of Finance and Resources)
Alexis Poole (Assistant Chief Officer - People)
Robin Wheeler (Head of Finance)
Dinah Cox (Non-Executive Director) (Force)

Guests
Shelley Gove (Project Manager) (for minute reference 11/23119 only)
Lloyd Allen (Head of Fleet) (for minute reference 11/23/121 only)
Mark Chivers (Chief Technology Officer) (minute reference 11/23/120 only)
Louise Saxton (Senior Force Legal Advisor) (minute reference 11/23/123 only)

Apologies
Jim Colwell (Deputy Chief Constable)

11/23/110 Opening and Declaration of Interests [FOIA Open]

Fran Hughes opened the meeting, welcoming members, and noting apologies. There were no Health and Safety, or Equality concerns raised. Alexis Poole was representing the Chief Constable ensuring the meeting was quorate. No declarations of interest were made.

11/23/111 Minutes from previous meeting 6 November 2023 [FOIA Open]

The minutes of the previous meeting Wednesday 6 November 2023 were agreed as a true and accurate record.

11/23/112 Action Log [FOIA Open unless exemptions below]

a. **Action 481 Annual Income Report and Proceeds of Crime Act Update (previous minute reference 04/23/42 and 05/23/48p 09/23/91b, 10/23/101a)**
   Action ongoing and deferred to the next meeting.
   Action to remain open

b. **Action 485 Overtime – Design and Breakdown Update (previous minute reference 05/23/51, 10/23/101b) [FOIA Closed.22]**

c. **Action 501 Estates Update – Magistrates Court fencing (previous minute reference 08/23/81, 09/23/91f, 10/23/101c) [FOIA Closed s.43 Commercial Interests]**

d. **Action 504 – Estates Update – Pydar House, Truro (previous minute reference 08/23/81, 09/23/91i, 10/23/101d) [FOIA Closed s.43 Commercial Interests]**

e. **Action 505 – Estates Update – Eagle House Storage Facility (previous minute reference 08/23/81 and 09/23/91j) [FOIA Closed S.43(2)]**

f. **Action 510 Workforce and Long-term sickness rates (previous minute reference 09/23/94,10/23/101f)**
   Discussed at minute reference 11/23/118.
   Action closed

g. **Action 511 Capital Monitoring Report – Dartmouth Major Works (previous minute reference 10/23/101) [FOIA Closed S.43]**

h. **Action 513 Revenue Monitoring Report (previous minute reference 10/23/102) [FOIA Closed S.43]**

i. **Action 514 Asbestos Litigation Report (previous minute reference 10/23/103) [FOIA Closed S.22]**

j. **Action 515 Asbestos Register (previous minute reference 10/23/103) [FOIA Closed S.22]**

k. **Action 516 Fire Safety Update (previous minute reference 10/23/107) [FOIA Closed S.22]**

11/23/113 Revenue Monitoring Report [FOIA Closed S.43]

11/23/114 Treasury Mid-Year Report [FOIA Closed S.22]

11/23/115 Estates Update [FOIA Open]

Nicky Allen presented the Estates report. The Board discussed the recommendations in turn:

a. **Recommendation 2.1 To Approve moving forward with agreeing Heads of Terms with Cornwall Council regarding additional space in Pydar House for the Finance Investigation Unit team.**
   It was noted the move would be low cost with Cornwall Council undertaking the structural work. Pydar House had also been considered for the Pedophile Online Investigation Team (POLIT) team review. Following discussion, the Board:

1. Agreed to move forward with agreeing Heads of Terms with Cornwall Council regarding additional space in Pydar House for the Finance Investigation Unit team.

b. **Recommendation 2.2 To approve that Cornwall Council be advised that the Force did not wish to purchase the access road leading to Holborow House (POOL PPU) and that they be formally asked to retain ownership and adopt the access road.**
The Force had been offered to buy the access road leading to Holborow House for £1 however would then be held responsible for the road. The Board was requested not to support the buying of the road as it was used by a lot of Heavy Goods Vehicles from a neighbouring business and to formally ask Cornwall Council to adopt. It was confirmed Holborow House was owned by the Force. The Board raised two questions in relation to the access road; should a third party buy the road could they start to charge the Force for repairs; and should the Force buy the road whether charges could be made to the neighbouring businesses for maintenance. The Board requested Nicky Allen research both options prior to agreement of the recommendation and to bring back any issues raised.
For action by: **Nicky Allen**.

Following discussion, the Board:

2. Agreed in principle that Cornwall Council be advised that the Force did not wish to purchase the access road leading to Holborow House and that they be formally asked to retain ownership and adopt the access road, dependent on the outcome of the action and questions raised.

c. **Recommendation 2.3 To approve requesting that Marks and Spencer's submit a formal offer for the land at 'Northside' at Middlemoor HQ.**
Marks and Spencer had made a formal offer of £3million. The Board were requested to go back to Marks and Spencer to request the submission of a formal offer detailing their best offer and whether it was a conditional or unconditional offer. It was recognised that Marks and Spencer could be a good company to have on site to attract other companies to the remaining land for sale. The Board raised that it would be likely a café would be included in any outlet built which could impact of the viability of Fresha on site. It was noted there would be a review of the Fresha facility on site as a reduction in recruitment could also have an impact on viability. A new contract for Fresha would be reviewed by the Executive Board in early 2024. The question was raised as to whether the security box should be brought closer onto site as Cornwall House had been demolished. The overall security provision would be considered as part of the Estates governance process.

The Board:

3. Agreed to request that Marks and Spencer's submit a formal offer for the land at 'Northside' at Middlemoor HQ.

d. **Recommendation 2.4 To approve a detailed feasibility exercise be undertaken to assess both cost and operational suitability of creating a Public Enquiry Office in Castle House Truro'.**
The Board heard that in order to create a PEO in Castle House the current space would need to be reconfigured. The Basic Command Unit Commander had been briefed. Concern was raised regarding the impact on the gym and the question was raised as to whether there should be an overall strategic approach to gyms access rather than a discussion on an individual basis. A Strategic review of Force gyms would be undertaken by Alexis Poole through the Executive Board and reported back to Resources Board for a decision on the suitability of removing the gym from Castle House.
For action by: **Alexis Poole**

Fran Hughes highlighted the red risk detailed in the report regarding the use of Beenlands on the South Devon Estate. A meeting had been scheduled and a subsequent report brought back to the Board. Alexis Poole to raise the Beenlands risk concern with the Chief Constable for discussion regarding governance, timelines and risk escalation.
For action by: Alexis Poole
Action discharged

It was noted that since the report had been submitted the estate had been tested for Radon. Some areas had been higher than expected and a review would be undertaken as to whether staff could continue to work in the areas which had higher readings and discussion had begun with Occupational Health for advice. The highest area had been St Austell for initial review.

Following a Chief Constable visit to Bideford the local authority had offered space in the town centre, free of charge, for a local team to be based for 12 months. The Board were requested to review the feasibility of using the space. The Board had reservations that should it only be free for 12months there would need to be consideration of the cost of continuing after the 12 months as community expectations of a team in the town centre would be raised. It was noted the Chief Constable had been keen to move forward with the offer. It was questioned whether the 12 months had already started and therefore moving at pace would be beneficial. After consideration it was not felt suitable to use the space for a PEO as it would only be for 12 months but would be beneficial for the local policing team to have a space in the heart of the city, particularly during the summer policing period. Following discussion, the Board:

1. Provided there were no significant cost to policing the Board approved the use of the local authority space in Bideford for the next 12 months. Nicky Allen to undertake due diligence of the space offered prior to acceptance.
   For action by: Nicky Allen

11/23/116 Final Fire Safety Task and Finish Group Report [FOIA Closed S.43]

11/23/117 Overtime – Design and Breakdown Update [FOIA Closed S.22]

11/23/118 Workforce and Long-Term Sickness Rates [FOIA Open]

Alexis Poole presented the Police Officer Deployability update (available from Specialist Support Hub). The data had not been required for the productivity review data and had not been submitted to the Home Office.

The report indicated the number of deployable officers and those on medically restricted or adjusted duties compared to the national data. The trend data showed the Force had been favourable in comparison to other forces. It was noted that those with medically restricted or adjusted duties did not mean undeployable; some officers had niche restrictions and remained fully deployable in every other area. Those less deployable had more significant medical needs.

26 officers had been given restricted duties by the Deputy Chief Constable through Professional Standards investigations. It was noted the majority of those had been undertaking a good job in the role they had been placed however were unable to undertake certain duties.

The Board considered that it was necessary to ensure a long-term organisational strategy showing which roles required a warranted officer undertaking that role and which could be done by police staff as a cheaper option ensuring warranted officers were used in the most appropriate space across the Force. The budget subgroup would commission the work to review the long-term organisational strategy.

The Board:

1. Were assured on the ongoing activity with the police officer deployability area.

Nicky Allen rejoined the meeting.

11/23/119 Front Desk Re-opening Paper [FOIA Closed S.22]

11/23/120 Storage Area Network (SAN) Replacement [FOIA Closed S.43]

11/23/121 Fleet Management and Sustainability [FOIA Closed s.22]

11/23/122 POLIT Uplift Room Requirements [FOIA Closed S.22]

11/23/123 Litigation Report [FOIA Closed S.42]

11/23/124 Report from Independent Audit Committee (IAC) to Chief Constable, and Police & Crime Commission [FOIA Closed S.33]

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 16.50. The next Resources Board meeting would be held on Wednesday 3 January 2024, commencing at 2.00pm in the Fowey Room, HQ.