



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday 24 May 2023

Commenced at 2.00pm via Microsoft Teams

Attendance

Alexis Poole (Assistant Chief Officer – People)
(Devon and Cornwall) (Chair)

Jo Manley (Head of HR Organisational Support)
(Dorset)

Jim Richardson (Alliance Head of People – HR
Operations)

Raj Patel (Head of Equality, Diversity, and
Inclusion) (Devon and Cornwall)

Simon Jaques (Chief Medical Officer) (Alliance HR
Operations)

Sarah Birch (Strategy and Policy Lead)

Jim Purkiss (Police Federation) (Devon and
Cornwall)

Bill Stevens (GMB Union Representative)

Paul O'Dwyer (Unison) (Devon and Cornwall)

Mark Callaghan (T/Assistant Chief Constable)
(Dorset)

Steve Penford (Alliance Head of Employee
Relations)

Carey Owen (Head of HR Organisational Support)
(Devon and Cornwall)

Abbie Clarke (ER Procedure and Projects
Manager)

Carol Grocott (ER Strategy and Policy Lead)

Claire Mead (Strategy and Policy Lead)

Kate Bendelow (Trade Union Strategic
Representative) (Devon and Cornwall)

Debi Potter (Unison) (Dorset)

Carrie Chapman (Specialist Support Coordinator)

Guests

Sue Fielder (Administration and Business Support
Manager – Specialist Support) (Observer)

Stacey Wilkins (Senior ER Officer) (for minute
reference 05/23/40 only)

Annette Sparks (Unison Branch Secretary) (Devon
and Cornwall) (rep for Paul O'Dwyer)

Apologies

Jo Mosley (Assistant Chief Officer – People and
Support Services) (Dorset)

Nicky Anderson (Alliance Head of People –
Resourcing and Development)

Karen Duke-Glover (Legitimacy Manager)
(Dorset)

Andy Cole (Health and Safety Manager)

Jon Nickson (Wellbeing Manager)

Andy Berry (Police Federation) (Devon and
Cornwall)

Dan Evans (Superintendents Association Chair)
(Devon and Cornwall)

Tom Holmes (Superintendent's Association)
(Devon and Cornwall)

Zoe Holifield (HR Change Manager) (Devon and
Cornwall)

Shyrose Allibhai (Resourcing Manager) (Dorset)

Julie Kendall (Strategy and Policy Lead)

05/23/37 Opening, Declaration of Interests and Health and Safety Obligations [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. No declarations of interest, Health and Safety, or equality issues were raised.

Mark Callaghan and Paul O'Dwyer joined the meeting.

05/23/38 Minutes of the Previous Meeting 26 April 2023 [FOIA Open]

The minutes of the meeting 26 April 2023 were agreed as a true and accurate record.

05/23/39 Action Log [FOIA Open unless exemptions below]

- a. **Action 62 Health and Wellbeing Update – Misconduct Peer Support Pilot (previous minute reference 04/22/31)**
The report had been received and further discussions would be held regarding wider options.
Action to remain open.

Steve Penford joined the meeting.

- b. **Action 110 Policies and Procedures for Approval: b. J-P-090 Fitness Testing Policy and J-P-090 Fitness Testing Procedure (previous minute reference 09/22/91b and 04/23/28b) [FOIA Closed s.22]**
- c. **Action 115 Governance for Strategic People Board (previous minute reference 09/22/97, 10/22/104f, 01/23/03a and 04/23/28c) [FOIA Closed s.31]**
- d. **Action 122 Mental Wellbeing Plan – Wellfest 2022 Evaluation and Feedback – briefing senior officers (previous minute reference 10/22/106 and 04/23/28e)**
Discussions with Senior Leaders were ongoing.
Action to remain open.
- e. **Action 136 Overall Wellbeing Update (previous minute reference 02/23/18 and 04/23/28m)**
Work was completed.
Action closed.
- f. **Action 142 Policies and Procedures for Approval – Health and Safety Policy and Procedure (previous minute reference 04/23/29c) [FOIA Closed s.22]**
- g. **Action 144 People Strategy Update – full strategy (previous minute reference 04/23/32)**
Discussion was held at minute reference 05/23/42.
Action closed.
- h. **Action 146 People Strategy Update – GDPR (previous minute reference 04/23/32)**
Discussion was held at minute reference 05/23/43.
Action closed.

- i. **Action 147 People Strategy Update – e-recruitment (previous minute reference 04/23/32)**
Discussion was held at minute reference 05/23/44.
Action closed.
- j. **Action 148 People Strategy Update – data wash (previous minute reference 04/23/32)**
Discussion was held at minute reference 05/23/45.
Action closed.
- k. **Action 150 Police Staff Career Development Survey Results (previous minute reference 04/23/36) [FOIA Closed s.22]**

Stacey Wilkins joined the meeting.

05/23/40 Policies and Procedures for Approval [FOIA Closed s.22 Information Intended for Future Publication]

05/23/41 Health and Safety [FOIA Open unless exemptions below]

Jim Richardson presented the Health and Safety paper deferred from the 26 April 2023 meeting and outlined compliance progress for 2022/23 Quarter three. The following key points were raised:

- Recruitment for the Health and Safety Manager role was ongoing.
- Op Advena training had transferred to Business as Usual (BAU) as completion rates improved.
- No significant areas of interest over Quarter three had been raised.
- The Coroner had published a Preventative of Future Deaths Report as a result of an Ambulance Service incident involving live high voltage power lines, which had prompted a review of Control Room practices in both forces; however relevant safety precautions were found to be in place and were compliant.
- **[FOIA Closed s.31]**

Paul O'Dwyer left the meeting and the Board expressed their thanks to the Health and Safety Team for their continued hard work under pressure.

[FOIA Closed s.31]

Jim Richardson would provide the new Health and Safety Report, including training data, to the Board as soon as it was available.

For action by: Jim Richardson

The Board:

1. Noted the Health and Safety briefing paper.

Members thanked Jim Richardson for his update and the Board broke for refreshments at 3.10pm, reconvening at 3.15pm. Carol Grocott joined the meeting.

05/23/42 People Strategy [FOIA Open]

Members received and noted the People Strategy Presentation (available from Specialist Support Hub) presented by Sarah Birch, which outlined progress made on Year four of the People Strategy. Senior Management Teams (SMTs) had been engaged and goals were expected to be achieved. Further consideration was required regarding where formal sign off of the Strategy would take place.

Members thanked Sarah Birch for her update.

05/23/43 General Data Protection Regulation Project Status Update [FOIA Open]

Claire Mead presented the General Data Protection Regulation (GDPR) Project Status Update paper which provided the background and current status of the People Portfolio GDPR Project. It was noted phases one and two of the project had been paused due to competing priorities, and the delay would allow greater time to embed phases one and two into BAU. The next steps included identification of a Joint Leader from HR Operations to resume the project and liaise with Single Point of Contacts (SPOCs) to establish current progress across the business with the ambition to progress to phase three. Further consideration was needed regarding priorities, direction of travel and timeline. Members discussed the changing communication culture and how GDPR could be integrated into communications programmes. Phase three would be looking at areas such as use of Microsoft Teams and meeting protocols. Other areas to consider were the HR Ops digital files project, and GDPR would need to be an area of consideration when exploring Robotic Process Automation (RPA) to ensure ongoing compliance.

Claire Mead would ensure Mark Chivers and the ICT Team were engaged regarding considerations of how GDPR processes could be integrated into communication programmes.

For action by: Claire Mead

Members thanked Claire Mead for her update and Bill Stevens left the meeting.

05/23/44 E-Recruitment Delivery and Next Steps [FOIA Open]

Members received and noted the E-recruitment Delivery and Next Steps presentation (available from Specialist Support) presented by Sarah Birch. During discussion the following key points were raised:

- Introduction of e-recruitment and automated processes had increased efficiency of recruitment. The team had configured changes to Oleo in-house which enabled for faster adaptations to be made as required.
- It was noted that challenges remained regarding Corvett, and some process still required manual action which had resulted in delays.
- E-recruitment data provided clear understandings of diversity in applicants, and feedback from candidates was positive, although a common issue of applications misreading instructions had been found.
- Hiring time for Officers had reduced from seven to three months.

Members were keen to understand additional benefits from the e-recruitment system, and Sarah Birch would provide a report regarding in-depth data available from the system and associated costs to a future Board.

For action by: **Sarah Birch**

Members thanked Sarah Birch for her update.

05/23/45 Historic Data Wash [FOIA Open]

Alexis Poole informed members the Historic Data Wash was proceeding as expected and further details would be provided to relevant parties as appropriate.

Members thanked Alexis Poole for her update.

05/23/46 Occupational Health Transformation Update - RioMed [FOIA Closed s.43 Commercial Interests]

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 4.00pm. The next Strategic People Board meeting to be held on 28 June 2023, commencing at 3.00pm via Teams.