



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Thursday 31 August 2023

Commenced at 2.00pm via Microsoft Teams

Attendance

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

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

Jo Arundale (Superintendent Professional
Standards) (Devon and Cornwall)

John Wood (Health and Safety Manager)

Shyrose Allibhai (Resourcing Manager)

Sarah Birch (Strategy and Policy Lead)

Jim Purkiss (Police Federation) (Devon and
Cornwall)

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

Debi Potter (Unison) (Dorset)

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

Steve Penford (Head of Employee Relations)

Abbie Clarke (ER Procedure and Projects
Manager)

Zoe Holifield (HR Change Projects Manager)

Larry Lea (COG Support Officer Sergeant)

Julie Kendall (Strategy and Policy Lead)

Karen Stacey (Federation) (Dorset)

Bill Stevens (GMB Union Representative)

Bex Ousley (Specialist Support Coordinator)

Apologies

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

Jim Richardson (Head of People – HR Operations)

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

Carol Grocott (ER Strategy and Policy Lead)

Tom Holmes (Superintendents Association)
(Devon and Cornwall)

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

Nicky Anderson (Head of People –
Resourcing and Development)

Dr Simon Jaques (Chief Medical Officer)

Claire Mead (Strategy and Policy Lead)

James Dimmack (Police Federation) (Dorset)

Jared Parkin (Superintendents Association) (Dorset)

Darrol Morris (Workforce Planning Manager)

08/23/67 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.

08/23/68 Action Log [FOIA Open unless exemptions specified below]

- a. **Action 141 Policies and Procedures for Approval – Sexual Harassment Policy and Procedural Guidance** (previous minute reference 04/23/29a and 07/23/56c) [FOIA Closed s.22 Information Intended for Future Publication]
- b. **Action 145 People Strategy Update – Technology** (previous minute reference 04/23/32) Briefing provided at minute reference 08/23/69.
Action closed.
- c. **Action 150 Police Staff Career Development Survey Results** (previous minute reference 04/23/36, 05/23/39k and 07/23/56d) [FOIA Closed s.22 Information Intended for Future Publication]
- d. **Action 160 Policies and Procedures for Approval – Politically Restricted Posts Procedure and Equality Impact Assessment (EIA) List of Posts** (previous minute reference 07/23/57a) [FOIA Closed s.22 Information Intended for Future Publication]
- e. **Action 162 Terms of Reference** (previous minute reference 07/23/66)
Item deferred to 28 September 2023 meeting.
Action to remain open.

08/23/69 Power Business Intelligence (BI) Progress [FOIA Open]

Shyrose Allibhai provided a presentation to members which gave an overview of Workforce Planning and was available from the Specialist Support Hub. The following key points were highlighted:

- Pre-2016, both Devon and Cornwall Police (DCP), and Dorset Police (DP) had different approaches for Workforce Planning, with a small team delivering much of the people aspects.
- DP now contributed 31%, and DCP contributed 69% to Workforce Planning.
- Members noted Workforce Planning were providing the following support to each Force:
 - National/Regional Reporting
 - Workforce Planning Information
 - People Information
 - Meeting Representation
 - Legal Requirements
 - Bespoke Products
- The National/Regional Reporting had grown considerably over time, and there was a variety of reporting areas on the dashboard including work that was being undertaken for areas of risk such as Professional Investigation Programme Two (PIP2).
- Data for Contact management in both forces for risk and threat had increased, and talent mapping data had now also been received.
- Two demand groups and two sub-demand groups had been supported.
- An increase in legal requirements had been seen for Freedom of Information (FOI) requests. A spike had been seen in 2020 and had not reduced.
- The Workforce Planning team had minimal Information and Communication Technology (ICT), so next steps included bringing in automation where possible.

- Power BI licensing had recently been acquired, and the software would help to reduce the manual manipulation, and would provide the team with an analytical tool.
- Work was ongoing for mapping processes, and the intention was for the initial product to be shared by the end of September 2023.
- Once a full suite of products had been created, it was anticipated they would be moved across to a QlikSense app.
- Members noted Power BI had come at a cost, and the intention was for Workforce Planning to share available data by making it accessible on Sharepoint, for reference purposes.
- The Oleo e-Recruitment system now had access for more data.
- The final changes required for automation was to adapt department needs, and relevant Executive and Heads of Department (HoDs) would be contacted to establish their requirements.
- Exeter College had been approached regarding bespoke training and apprenticeships, and a working group had been set up in relation to experiences and upskilling.

The Chair thanked Shyrose Allibhai for her update, and she left the meeting.

Debi Potter joined the meeting.

08/23/2023 Policies and Procedures for Approval [FOIA Closed s.22 Information Intended for Future Publication]

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 4.01pm. The next Strategic People Board (extraordinary) meeting to be held on 7 September 2023, commencing at 10.00am via Teams.