



WORKING
TOGETHER



**DORSET
POLICE**

Devon and Cornwall Police, and Dorset Police Strategic People Board

Thursday 28 September 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)

Dr Simon Jaques (Chief Medical Officer)

Abbie Clarke (ER Procedure and Projects
Manager)

Julie Kendall (Strategy and Policy Lead)

Jim Purkiss (Police Federation) (Devon and
Cornwall)

Bill Stevens (GMB Union Representative)

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

Jim Richardson (Head of People – HR Operations)

John Wood (Health and Safety Manager)

Karen Duke-Glover (Legitimacy Manager) (Dorset)

James Dimmack (Police Federation) (Dorset)

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

Bex Ousley (Specialist Support Coordinator)

Apologies

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

Steve Penford (Head of Employee Relations)

Claire Mead (Strategy and Policy Lead)

Tom Holmes (Superintendents Association)
(Devon and Cornwall)

Jared Parkin (Superintendents Association) (Dorset)

Nicky Anderson (Head of People –
Resourcing and Development)

Sarah Birch (Strategy and Policy Lead)

Karen Stacey (Federation) (Dorset)

Sara Crane (Superintendent's Association) (Devon a
Cornwall)

Debi Potter (Unison) (Dorset)

Guests

Paula Trevett (Inspector – Domestic Abuse
Investigation Manager) (observer)

Stacey Wilkins (for item 11/2378)

Mark Evans (HMICFRS)

Jon Nickson (for minute reference 11/23/81)

Martin Schorah (HMICFRS)

11/23/75 Opening, Declaration of Interests, and Health and Safety Obligations [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. No Health and Safety, or equality issues were raised. The following declaration of interest was raised:

Item	Member	Reason	Action
Minute reference 11/23/78	All members	Employees of Devon and Cornwall Police, and Dorset Police (Police Officer or Police Staff).	Noted

11/23/76 Minutes of the Previous Meeting 25 July 2023 and 31 August 2023 [FOIA Open]

The minutes of the meeting Tuesday 25 July 2023, and Thursday 31 August 2023 were both agreed as true and accurate records.

11/23/77 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)
Action already completed.
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 157 Action Log** (previous minute reference 06/23/49 and 07/23/56f)
Briefing provided at minute reference 11/23/80.
Action closed.
- e. **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]
- f. **Action 162 Terms of Reference** (previous minute reference 07/23/66)
Discussion held at minute reference 11/23/82.
Action closed.

Carey Owen and Stacey Wilkins joined the meeting.

11/23/78 Policies and Procedures for Approval [FOIA Closed s.22 Information Intended for Future Publication]

11/23/79 People Strategy Quarter One 2023/24 Update [FOIA Open]

Members received and noted the People Strategy Quarter One 2023/24 spreadsheet provided by Jim Richardson, which was very detailed. There were some updates which were ongoing due to life of the strategy. However, some were shorter, not least the people harmonisation work which had come to fruition. Work continued with Senior Management Teams (SMTs) to collate the quarter two updates. The following points were highlighted:

- There were a total of 47 priorities with only the Occupational Health Service Unit (OHSU) project showing as Red for the Red, Amber, Green (RAG) status, and the Board were aware of this project.
- The Human Resources (HR) system and Enterprise Resource Planning development were the most significant project as the Force was reliant on external help with this. The Head of Finance was assisting and seeking to take the project forward.
- There was some activity which had been anticipated would be delivered nationally with locally generated initiatives, which included Public and Personal Safety Training (PPST) across both forces, water-based training in DCP, and Niche training for example.
- Good progression had been seen with the Race Action Plan, Police Staff career development amongst many others, and uplift remained positive and had been a good achievement.

During discussion the following actions were create:

1. Jim Richardson would provide an update report to the Board 25 October 2023 regarding the OHSU project, so the members remained fully informed while the project was still Red in RAG status.
For action by: **Jim Richardson**
2. Jim Richardson would provide a short update paper to the Board 25 October 2023 regarding the Enterprise Resource Planning enhancement work.
For action by: **Jim Richardson**

11/23/80 Alliance Approach to Surveying [FOIA Open]

Jim Richardson presented the Alliance Approach to Surveying paper and supporting matrix to the Board, as both forces had been noted to have a different approach to how surveys were carried out and when, and a request had previously been made by the Board to see if the approach to surveys could be aligned. During discussion, the following points were raised:

- There were a number of surveys that were carried out by both the forces and details were provided on the appendix. Neither Force had conducted a pan-force survey for some time.
- Surveying had been inconsistent since the emergence of the Covid19 pandemic.
- Some surveys were carried out externally, some were broad, and some were narrow.
- A consistent feature was they were all constrained by subject or reach, for example the pay morale survey only went to federation ranks. However, the recent Oscar Kilo (OK) wellbeing survey had had a broader scope and was open to both Police Officers and Police Staff to complete. The threshold for this survey had been exceeded with the results being collated, and it was anticipated an update would be available to the Board at the 22 November 2023 meeting.
- A discussion was held regarding the three options outlined in the paper on how to take surveying forward, and what was the best approach. There were pros and cons to all three options. However, option 4a was felt to be more suitable with a slight amendment to allow

the continuation of Federation surveys and the OK survey, and for a working group to be created to provide support.

- It would be important to be clear on timescales, and it was felt support could be obtained from P&A colleagues to drive this forward.
- A view would be obtained from the Chief Constable and T/Deputy Chief Constable from DP before being fully progressed.

The Board:

1. Approved to proceed with option 4a: Continue to rely solely on third party and single-issue surveying, but with additional coordination of results by the formation of a working group, and to allow the continuation of Federation surveys, and the OK surveys.

During discussion, the following action was created:

1. Jim Richardson would work up a proposal following the agreement to proceed with option 4a, ensuring engagement with key departments to so the governance was clear, and a paper would be presented to the Board 22 November 2023, which could also link in with the Wellbeing results from the OK survey.

For action by: Jim Richardson

Carey Owen left the meeting, and Jon Nickson joined the meeting.

11/23/81 Police Covenant [FOIA Open]

Jon Nickson presented the Police Covenant Update paper which gave an overview on the national position regarding the Police Covenant, and how the activity in DCP and DP aligned with the priorities of the covenant. The paper also outlined suggestions for actions to support the implementation of the priorities within the Covenant across both forces.

Members noted the Police Covenant received Royal Assent on 28 April 2022, and was recognised by the Government, policing and society of the sacrifices made by those who work or had worked for the police. Chief Officers from every Force in England and Wales came together in July 2022 and agreed to support the aims of the Covenant and work that came with the pledge.

Carey Owen re-joined the meeting.

During discussion, the following action was created:

1. Members were asked to provide feedback on the draft plan to Jon Nickson by 12 October 2023 to see if any gaps could be identified, and for the draft plan to be updated as necessary and brought back to the Board 22 November 2023.

For action by: All members

11/23/82 Terms of Reference – Strategic People Board [FOIA Open]

Jo Mosley advised her feedback on the Terms of Reference had not been reflected on the draft presented to the meeting. However, further conversations regarding governance were due to take place. Therefore, it was agreed the Terms of Reference would be presented to the next Board 25 October 2023 for approval, and the Specialist Support Hub would ensure it was included on the agenda.

For action by:

Specialist Support Hub

Action discharged.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 3.12pm. The next Strategic People Board meeting to be held on Wednesday 25 October 2023, commencing at 2.00pm via Teams.