



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday 25 October 2023

Commenced at 2.00pm via Microsoft Teams

Attendance

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

Jim Richardson (Head of People – HR Operations)

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)

Lisa O'Donnell (Executive Assistant)

Steve Penford (Head of Employee Relations)

Dr Simon Jaques (Chief Medical Officer)

Claire Mead (Strategy and Policy Lead)

Karen Stacey (Federation) (Dorset)

Bill Stevens (GMB Union Representative)

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

Apologies

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

Carey Owen (Head of HR Organisational Support)

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

John Wood (Health and Safety Manager)

Larry Lea (COG Support Officer Sergeant)

Julie Kendall (Strategy and Policy Lead)

Tom Holmes (Superintendents Association) (Devon and Cornwall)

James Dimmack (Police Federation) (Dorset)

Nicky Anderson (Head of People Resourcing and Development)

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

Abbie Clarke (ER Procedure and Projects Manager)

Zoe Holifield (HR Change Projects Manager)

Darrol Morris (Workforce Planning Manager)

Carol Grocott (ER Strategy and Policy Lead)

Jared Parkin (Superintendents Association) (Dorset)

Guests

Teri Roberts (Strategic Risk Manager) (Dorset)
(for minute reference 12/23/92)

12/23/83 Opening, Declaration of Interests and Health and Safety Obligations [FOIA Open]

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

12/23/84 Minutes of the Previous Meeting 7 September 2023, 14 September 2023 and 28 September 2023 [FOIA Closed s.22 Information Intended for Future Publication]

12/23/85 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, 07/23/56c, 11/23/77a and 08/23/68a) [FOIA Closed s.22 Information Intended for Future Publication]**
- b. **Action 157 Action Log (previous minute reference 06/23/49, 07/23/56f and 11/23/77d)**
Briefing provided at minute reference 11/23/80.
Action Closed.
- c. **Action 160 Policies and Procedures for Approval - Politically Restricted Posts Procedure and Equality Impact Assessment (EIA) list of posts (Previous minute references 11/23/77e, 08/23/68d and 07/23/57a) [FOIA Closed s.22 Information Intended for Future Publication]**
- d. **Action 161 Policies and Procedures for Approval - Politically Restricted Posts Procedure and Equality Impact Assessment (EIA) - business interests Previous minute reference 07/23/57a) [FOIA Closed s.22 Information Intended for Future Publication]**
- e. **Action 162 Terms of Reference (previous minute reference 11/23/77f, 08/23/68e and 07/23/66) [FOIA Open]**
Discussion was held at minute reference 11/23/82.
Action Closed.
- f. **Action 170 People Strategy Quarter One 2023/24 Update (previous minute reference 11/23/79) [FOIA Open]**
On the agenda as item 6.
Action Closed.
- g. **Action 171 People Strategy Quarter One 2023/24 Update (previous minute reference 11/23/79) [FOIA Open]**
On the agenda as item 6.
Action Closed.
- h. **Action 172 Alliance Approach to Surveying (previous minute reference 11/23/80) [FOIA Open]**
Jim Richardson to bring back to the November meeting.
Action to remain open.
- i. **Action 173 Police Covenant (previous minute reference 11/23/81) [FOIA Open]**
Jon Nickson to bring back to the November meeting.
Action to remain open.

12/23/86 Policies and Procedures for Approval [FOIA Open unless exemptions specified below]

**a. Politically Restricted Posts
[FOIA Closed s.22]**

Steve Penford gave two brief updates on other policies. The transitioning at work policy, which had been considered and approved at the March 2023 Board was to be deployed in Dorset as a Dorset document. The Devon and Cornwall policy could not be deployed until approval had been received from the Police and Crime Commissioner.

Steve Penford was working with both Assistant Chief Officers on the police staff misconduct policy, specifically the wording regarding the rare circumstances of publication. He would bring back an update to a future meeting.

12/23/87 Occupational Health Report [FOIA Closed s.43]

12/23/88 Enterprise Resource Planning Update [FOIA Closed s.43]

12/23/89 Landscape Review Update [FOIA Open]

Dr Simon Jaques informed members that the landscape review had been well received at the Joint Executive Board in July 2023. The data for Devon and Cornwall had been presented in the Workforce Planning and Demand Group in September. Dorset data would be presented at their extraordinary general meeting on 30 October.

12/23/90 Police Covenant Update [FOIA Open]

The item was deferred to the next meeting on 22 November 2023.

12/23/91 HMICFRS Update [FOIA Open]

The item was deferred to the next meeting on 22 November 2023.

Teri Roberts joined the meeting

12/23/92 People Portfolio Risk Register [FOIA Closed s.31 Law Enforcement]

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 15.08. The next Strategic People Board meeting to be held on 22 November 2023, commencing at 10.00am via Teams.