



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday 22 November 2023

Commenced at 10.00am via Microsoft Teams

Attendance

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

Jim Richardson (Head of People – HR Operations)

Carey Owen (Head of HR Organisational Support)

Steve Penford (Head of Employee Relations)

Raj Patel (Head of Equality, Diversity and Inclusion)

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

Claire Mead (Strategy and Policy Lead)

Julie Kendall (Strategy and Policy Lead)

James Dimmack (Police Federation) (Dorset)

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

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

Shyrose Allibhai (Resourcing Manager)

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

Dr Simon Jaques (Chief Medical Officer)

Sara Crane (Superintendent LPA East Cornwall)

Abbie Clarke (ER Procedure and Projects
Manager)

Sarah Birch (Strategy and Policy Lead)

Larry Lea (COG Support Officer Sergeant)

Bill Stevens (GMB Union Representative)

Lisa O'Donnell (Executive Assistant)

Apologies

Nicky Anderson (Head of People Resourcing and
Development)

John Wood (Health and Safety Manager)

Jim Purkiss (Police Federation) (Devon and
Cornwall)

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

Tom Holmes (Superintendents Association)
(Devon and Cornwall)

Zoe Holifield (HR Change Projects Manager)

Darrol Morris (Workforce Planning Manager)

Carol Grocott (ER Strategy and Policy Lead)

Karen Stacey (Federation) (Dorset)

Debi Potter (Unison) (Dorset)

Jared Parkin (Superintendents Association)
(Dorset)

Guests

Lis Hipkins (Sgt Alliance Resourcing and
Development) (for minute reference 13/23/96b)

Jon Nickson (Wellbeing Manager) (for minute
reference 13/23/98)

Lou Dutch (Initial Training Manager) (for minute
reference 12/23/96b)

**13/23/93 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.

13/23/94 Minutes of the Previous Meeting 25 October 2023 [FOIA Closed s.22 Information Intended for Future Publication]

13/23/95 Action Log [FOIA Open unless exemptions specified below]

- a. **Action 163 People Harmonisation procedures, Batch 2 – Policies and Procedures for Approval - Employer Supported Policing Leave (previous minute reference 09/23/72a) [FOIA Closed s.22 Information Intended for Future Publication]**
- b. **Action 172 Alliance Approach to Surveying (previous minute reference 11/23/80 and 12/23/85/h) [FOIA Open]**
On the agenda as item 5.
Action Closed.
- c. **Action 173 Police Covenant (previous minute reference 11/23/81 and 12/23/85i) [FOIA Open]**
On the agenda as item 6.
Action closed.
- d. **Action 175 Enterprise Resource Planning Update (previous minute reference 12/23/88) [FOIA Closed s.43]**

13/23/96 Policies and Procedures for Approval [FOIA Closed s.22 Information Intended for Future Publication]

- a. **Volunteering Policy**
- b. **Student Police Officer Training Procedure with EIA**

13/23/97 Alliance Approach to Surveying [FOIA Open]

Members received and noted the Alliance Approach to Surveying paper provided by Jim Richardson. The paper was proposing the creation of an Employee Engagement Working Group as a formal subgroup of the Strategic People Board. Their purpose would be to look at the results from key employee engagement surveys or other activity to track the completion of recommendations from the surveys. The group would meet monthly, identify any gaps and report back to the Strategic People board. National results from the OK Wellbeing survey were expected in December 2023 and approval was sought to apply the proposed approach to the recommendations. The Police Federation survey was still being circulated. When the results of this survey were released, the subgroup would report back the recommendations.

Larry Lea joined the meeting.

It was suggested that there were other working groups that the proposed new group could link in with.

During discussion, the following action was created:

1. Jim Richardson would look at other working groups including the PDR group and retention group to see if they could work together.

For action by: Jim Richardson

The board approved the recommendation., asking for results to be brought back to the meeting in January 2024.\

Raj Patel re-joined the meeting.

13/23/98 Police Covenant Update [FOIA Open]

Jon Nickson joined the meeting.

Members received and noted the Police Covenant Update provided by Jon Nickson. There were three areas that had been completed, eight were in progress and three new areas that work was just starting on. Jo Mosley had received an update from the National Wellbeing Group about the items that were going to be prioritised in the covenant. This was fed back to the Home Office with a meeting of the National Board being held on 4 December 2023. Jo would provide further feedback after this meeting. Jon suggested that the board wait for that feedback before moving forward. Alexis Poole noted that the forces had contributed some good work to the covenant. It was explained that the police covenant was similar to the military covenant, but did not have the same consequences, for example, taking children out of school.

Sara Crane left the meeting.

During discussion, the following actions were created:

2. Jon Nickson would find out more about the preretirement course, ResLeaps, and report back if it was something that could be adopted in force.

For action by: Jon Nickson

3. With an update expected on the covenant by the end of the year, communication could commence to advise officers and staff that it was being created.

For action by: Jon Nickson

A more comprehensive update on the covenant would be brought back to the board in February 2024.

13/23/99 Occupational Health Update Report [FOIA Open unless exemptions specified below]

[FOIA Closed s.43]

Jim then shared the health surveillance road map. It specified the psychological support activity for individuals in areas of the business where a need had been identified. It viewed stress as a workplace hazard and directed activity to those who needed it. It was not one product for everyone. The key element was identifying the Population At Risk (PAR) and guiding them on the path of psychological screening activity and occupational health delivery. It was not a medical practice; it was owned by the employer and manager of the individual.

Jo Arundale re-joined the meeting.

The diagram showed three tiers, with tier 3 being what the force currently did which was assessment by a nurse. Tier 1 would be carried out at entry into the workplace. Tier 2 would be an annual assessment. Anything then raised from tiers 1 and 2 could be moved to tier 3.

Sarah Birch and James Dimmack left the meeting.

During discussion, the following action was created:

4. The road map diagram for the Health Surveillance to be circulated to all members.
For action by: Jim Richardson

Jon Nickson left the meeting.

13/23/100 Information Asset Owner Access to Information [FOIA Open]

Members received and noted the Information Asset Owner Access to Information paper provided by Jim Richardson for approval before going to Joint Information Board on 28 November 2023. This was a historic process as the force was not compliant with General Data Protection Regulation (GDPR) or information assurance governance. It referred to the home addresses and phone numbers for all officers and staff and who had access to them. The solution as to who had access was different in both forces. In Dorset, Force Incident Managers (FIMs) would be given access to the information. In Devon and Cornwall, the FIMs felt they would be too busy to do this, and access would be given to commanders, RMU and the TRiM team. It was suggested that the Devon and Cornwall solution meant that there was not 24-hour cover.

Larry Lea left the meeting.

It was thought that the only role that had 24-hour cover was that of the FIM and they would also want to be able to access this information, for example, if a member of staff was missing. The board agreed to support the paper with Jim Richardson amending the contacts to a common list and speaking with Lucy Baillie about Devon and Cornwall FIMs having the access.

13/23/101 Terms of Reference [FOIA Open]

Members received and noted the Terms of Reference provided by Jo Mosley. A number of amendments had been made. There was one area for discussion which was the frequency of the meeting. It was suggested they could be every other month. As policies were signed off in the

meeting, it was felt that they did need to stay as a monthly meeting. One option that was discussed was having a monthly sign off meeting and then every other month have a fuller meeting to discuss other areas. It was decided to carry on with monthly meetings and review again in 6 months' time. Jo Mosley would add an amendment that stated subgroups would be reporting into the Strategic People Board.

The Board approved the Terms of Reference with Jo Mosley's amendment.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 11.33. The next Strategic People Board meeting to be held on 24 January 2024, commencing at 2.00pm via Teams.