



Devon and Cornwall Police Strategic Legitimacy Board

Meeting held on Thursday 19 February 2026
Via Teams and commenced at 9.30am

Attendance

James Vaughan
(Chief Constable)
Mike Stamp (Director of Legal, Reputation and Risk)
Scott Bradley (Commander, CIOS)
Ben Deer (Commander, Crime and Justice)
Fiona Bohan (T/Head of Performance and Analysis)
Tracey Bolt (Specialist Support Coordinator)

Glen Mayhew (Assistant Chief Constable, Local Policing and Partnerships)
Dinah Cox
(Strategic Advisor)
Antony Hart (T/Commander, NEW Devon)
Carey Owen (Head of HR, Organisational Support)
Emily Owen (Head of Equality, Diversity and Inclusion)

Apologies

Jim Colwell
(Deputy Chief Constable)
Nikki Leaper (Assistant Chief Constable, Contact and Specialist Operations)
Alexis Poole (Assistant Chief Officer, People)
Dan Evans (BCU Commander, NEW Devon)
Sheon Sturland (Commander, Protecting Vulnerable Policing)
Ryan Doyle (Superintendent, Local Policing)
Lucy Baillie (Police Staff Commander, CRC)
Zoe Parnell (Staff Officer to Chief Constable)
Jon Back (Accountability and Standards Manager, OPCC)
Paul O'Dwyer (Branch Secretary, UNISON)

Dave Thorne (Assistant Chief Constable, Crime and Vulnerability)
David Wilkin (Director of Finance and Resources)
Matt Longman (Commander, Plymouth)
Roy Linden (Commander, South Devon)
Sharon Donald (Superintendent, Head of Custody, Reducing Offending)
Jenny Bristow (Superintendent, Local Policing)
Richard Bullock (Head of Business Change)
Katie Clements (Sergeant, Police Federation)
Kate Bendelow (Branch President and Convenor, GMB)

Guests

Ben Asprey
(Superintendent, Local Policing)
(rep for Roy Linden)
Denise Alexander (Chief Inspector, Head of Armed Policing) (rep for Lucy Baillie)

Paul Laity (Chief Inspector, Neighbourhood, Partnership and Moonstone, Plymouth) (rep for Matt Longman)
Natalie Booth
(Sergeant, COG Support)

01/26/01 Opening and Declaration of Interests [FOIA Open]

James Vaughan opened the meeting, welcomed members and noted apologies. No declarations of interest, Health and Safety, or equality concerns were raised.

01/26/02 Draft Minutes from previous meeting 11 December 2025 [FOIA Open]

The minutes from the previous meeting held on Thursday 11 December 2025 were agreed as a true and accurate record.

01/26/03 Action Log [FOIA Open unless exemptions specified below]

Dinah Cox joined the meeting.

- a. **Action 86 Key Diversity Dates Calendar Review – National Police Chief’s Council (NPCC) (previous minute reference 01/25/08, 02/25/16e and 03/25/24c)**
Activity continued and an update would be brought to the 21 May 2026 Strategic Legitimacy Board meeting.
Action to remain open.
- b. **Action 91 Action 25 Remitted from Violence Against Women and Girls (VAWG) Platinum (previous minute reference 02/25/20, 02/25/16j and 03/25/24e)**
A paper had been drafted and was awaiting sign off prior to publication.
Action closed.
- c. **Action 92 Protected Characteristics Updates – Race (previous minute reference 02/25/17b and 03/25/24f) [FOIA Closed s.22]**
The following section has been redacted under the Freedom of Information Act 2002 s.22.
Action to remain open.
- d. **Action 94 Police Race and Disproportionality Action Plan (previous minute reference 03/25/25) [FOIA Closed s.22]**
The following section has been redacted under the Freedom of Information Act 2002 s.22.
Action to remain open.
- e. **Action 95 Equality Objectives (previous minute reference 03/25/26)**
The Specialist Support Hub would obtain an update and forward to the Chair, prior to the 21 May 2026 Strategic Legitimacy Board meeting.
Action closed.

01/26/04 Police Race and Disproportionality Action Plan [FOIA Open]

Members noted the Police Race Action Plan paper, presented by Ben Deer, which provided an update on the activity to be undertaken to resolve and allocate new ownership for the Police Race Action Plan and the four workstreams. The following key points were noted:

- Work had been focussed on the Race Action Plan for the last two years, with updates being regularly fed into various strategic meetings.
- Due to command changes and the rank review, the current structure of the Race Action Plan Delivery required review. A meeting had been arranged for March 2026, where key members would meet to discuss what work was still required to complete the Race Action Plan and the Maturity Matrix, this discussion would also identify what resources were needed.
- The proposal was for Scott Bradley to become the Business Lead for the Race Action Plan, as it was felt the work sat best within local policing.
- A meeting would be arranged with key stakeholders to discuss the ongoing requirements for the Maturity Matrix.
- A paper would be brought to the 21 May 2026 Strategic Legitimacy Board meeting, outlining ownership of the four workstreams and the direction of the Maturity Matrix.
- Members were reassured that work would continue within the local Scrutiny Panels, Stop Search Group and Criminal Justice Outcomes.

Ben Deer would present a Race Action Plan paper to the 21 May 2026 Strategic Legitimacy Board detailing; where the work currently sat, what had been achieved through the Plan, the impacts the Plan had had and any identified impacts moving forward and what work was still required.

For action by: Ben Deer

Members thanked Ben Deer for the work undertaken on the Race Action Plan.

01/26/05 Equality Objectives [FOIA Open unless exemptions specified below]

Emily Owen provided members with a presentation on the Equality Objectives (available from the Specialist Support Hub), and the following key points were noted:

- There was a requirement to review and publish the Equality Objectives every four years under the Equality Act 2010, and therefore, objectives were due to be reviewed in 2026.
- The majority of the objectives written into the Equality Objectives for 2022-25 were now recognised as business as usual (BaU). Also, work continued with Performance and Analysis (P&A) to collate the equality data being captured for hate crime and VAWG crimes.
- The revised Equality Objectives would align with the National Culture and Inclusion Strategy, and Dorset Police (DP). The document would also be reflective of all Protected Characteristics.
- The document would go out for consultation, internally via SharePoint and staff support groups and then external consultation would go to the Independent Advisors Group and be

made accessible to the public via the website. Further in-depth consultation would take place at a later stage.

- A draft proposal had been drawn up for the 2026-2030 Equality Objectives which clearly outlines the objectives being focused on, noting there may be some changes following the pending consultation.
- Work had commenced with Corporate Communications to discuss the engagement process.
- Conversations would take place with the Chair of the Business Board Discussion Group (BBDG) to ascertain how the revised objectives would be embedded into the organisation.

Carey Owen joined the meeting.

- As part of governance, progress on the objectives would be monitored regularly through performance reporting and updates would be submitted to the Force Executive Board twice a year. Also, the Equality Objectives would be reviewed on an annual basis between 2026 and 2030.

Denise Alexander left the meeting.

- **The following section has been redacted under the Freedom of Information Act 2002 s.22.** James Vaughan and Mike Stamp were currently undertaking a review on each of the ETs to understand why the cases had reached the point of ETs, and whether there was an equality or process issue which needed to be addressed.
- It was recognised the number of grievances over the last couple of years remained stable, however, some of the grievances moving to ETs were delayed due to the availability of the Investigating Officers. Lessons Learned were being drawn up on recently held ETs and this data would be shared.
- Work had commenced on the Equality Statement to ensure that its content mirrored the actions being undertaken to identified disability issues.
- It was acknowledged that members of the public required reassurance that changes in relation to hate crime and VAWG had been embedded into BaU within front line policing, and this could be achieved via the Equality Statement.

Emily Owen would ensure the revised Equality Objectives would be shared with the Executive Leads for the Protected Characteristics for consultation.

For action by: Emily Owen

Members thanked Emily Owen for the work undertaken on the Equality Objectives.

01/26/06 His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Recommendations and Areas for Improvement (AFI) including lessons learned [FOIA Open unless exemptions specified below]

Fiona Bohan provided a verbal update on the HMICFRS Recommendations and AFIs, with the following salient points noted:

- The Police Effectiveness, Efficiency and Legitimacy (PEEL) debrief would be held in a couple of weeks' time.
- The four recommendations from the Race Disparity Inspection were in progress, and due to be completed shortly.
- Number 5952 recommendation from the Equality Data Inspection was with the HMICFRS for review and then closure.
- **The following section has been redacted under the Freedom of Information Act 2002 s.22.**
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01/26/07 Annual Review of the Strategic Legitimacy Board Terms of Reference [FOIA Open]

Members received and noted the revised Strategic Legitimacy Board Terms of Reference (ToR), with the following suggested amendments:

- The Frequency of the meeting would change from Bi-monthly to Quarterly.
- The Standing Agenda items:
 - Disproportionality Action Plan would be removed.
 - Police Race and Disproportionality Action Plan would be a combined report.
 - Culture and Inclusion Strategy would be added.
 - Key Diversity Dates would be added.
- A Quoracy for the Board would not be required.
- Membership:
 - The first paragraph would be removed, which reads, 'The responsibility of Chairing the Force Operational Performance Board rests with Deputy Chief Constable and in their absence a nominated vice chair.'
 - Remove Commander Criminal Justice and Reducing Reoffending.
 - Remove Emerging Technologies Chair.
- Remove Anti Discounting Tool – a description.

The Board agreed:

1. With the suggested amendments, to approve the revised Strategic Legitimacy Board ToR.

01/26/08 Protected Characteristics Update – Religion or Belief [FOIA Open unless exemptions specified below]

Glen Mayhew provided a verbal update on the protected characteristic Religion or Belief, with the following salient points noted:

- The Devon and Cornwall Police (DCP) Christian Police Association (CPA) had a strong membership within Force, with good engagement.
- The Force would be hosting the National CPA Conference in the Spring.
- Work had commenced to reach out to other religious groups within Force, but no response had been received. The CPA and the Chaplaincy team were keen to support this work and would contact the other groups, although it was expected the groups would have exceptionally low membership.
- **The following section has been redacted under the Freedom of Information Act 2002 s.22.**
- Emily Owen was undertaking a benchmark piece of work to understand what each of the staff support networks did, and to encourage further collaboration between the networks.
- The NPCC had released revised guidance in regard to the presence of the Police at community events, for example Pride. The guidance did not restrict police presence at events, but forces now had to review several elements to ascertain the appropriateness for attendance, and the local Neighbourhood Policing Teams (NPT) would hold that responsibility.

The Specialist Support Hub would contact Assistant Chief Constable, Contact and Specialist Operations to request a Protected Characteristic Disability update at the 21 May 2026 Strategic Legitimacy Board meeting.

For action by:

Specialist Support Hub

Action discharged.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 10.42am. The next Strategic Legitimacy Board meeting would be held on Thursday 21 May 2026, commencing at 9.30am via Microsoft Teams.