



Devon and Cornwall Police

Strategic Legitimacy Board

Meeting held on Wednesday 3 June 2026

In the Executive Conference Room and via Teams and commenced at 2.00pm

Attendance

James Vaughan (Chief Constable) (Chair)	Jim Colwell (Deputy Chief Constable)
Glen Mayhew (Assistant Chief Constable, Local Policing and Partnerships)	Mike Stamp (Director of Legal, Reputation and Risk)
Alexis Poole (Assistant Chief Officer, People)	Dinah Cox (Non-Executive Director) (virtual)
Scott Bradley (Commander, Cornwall and the Isles of Scilly) (virtual)	Ben Deer (Commander, Crime and Justice) (virtual)
Emily Owen (Head of Equality, Diversity and Inclusion)	Zoe Parnell (Staff Officer to Chief Constable)
Kate Bendelow (Branch President and Convenor, GMB) (virtual)	Belinda Dunmall (Branch Secretary, UNISON) (virtual)
Tracey Bolt (Specialist Support Coordinator)	

Apologies

Nikki Leaper (Assistant Chief Constable, Contact and Specialist Operations)	Matt Longman (T/Assistant Chief Constable, Crime and Vulnerability)
David Wilkin (Director of Finance and Resources)	Sheon Sturland (Commander, Protecting Vulnerable Policing)
Antony Hart (T/Commander, NEW Devon)	Roy Linden (Commander, South Devon)
Lucy Baillie (Police Staff Commander, CRC)	Ryan Doyle (Superintendent, Local Policing)
Jenny Bristow (Superintendent, Local Policing)	Sharon Donald (Superintendent, Head of Custody, Reducing Offending)
Richard Bullock (Head of Corporate Development)	Fiona Bohan (T/Head of Performance and Analysis)
Carey Owen (Head of HR, Organisational Support)	Jon Back (Accountability and Standards Manager, OPCC)
Katie Clements (Sergeant, Police Federation)	Paul O'Dwyer (Branch Secretary, UNISON)

Guests

Nigel Yelland (Superintendent, Local Policing, South Devon) (for minute reference 02/26/16) (virtual)	Vicky Howell (Superintendent, Command and Control) (representative for Lucy Baillie) (virtual)
Dawn Perriam (Chief Inspector, Silver to Tackle Violence Against Women and Girls) (for minute reference 02/26/17b) (virtual)	Guy Blackford (Chief Inspector, Review and Inspections) (representative for Fiona Bohan) (virtual)
Tamsin Boyde (Organisational Senior Communications Manager) (for minute reference 02/26/14) (virtual)	Mike Dearden (Detective Sergeant, Investigation Academy) (for minute reference 02/26/17a) (virtual)

02/26/09 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.

02/26/10 Draft Minutes from previous meeting 19 February 2026 [FOIA Open]

The minutes from the previous meeting held on Thursday 19 February 2026 were agreed as a true and accurate record.

02/26/11 Action Log [FOIA Open unless exemptions specified below]

- a. Action 86 Key Diversity Dates Calendar Review – National Police Chief’s Council (NPCC) (previous minute reference 01/25/08, 02/25/16e, 03/25/24c and 01/26/03a)**
Discussion held at minute reference 02/26/14.
Action closed.
- b. Action 92 Protected Characteristics Updates – Race (previous minute reference 02/25/17b, 03/25/24f and 01/26/03c) [FOIA Closed s.22]**
The following section has been redacted under the Freedom of Information Act 2000, s.22.
- c. Action 94 Police Race and Disproportionality Action Plan (previous minute reference 03/25/25 and 01/26/03d) [FOIA Closed s.22]**
The following section has been redacted under the Freedom of Information Act 2000, s.22.

Jim Colwell would undertake a review of the Leads for Protected Characteristic with Ben Deer and Scott Bradley, due to the recent moves of personnel.

For action by: Jim Colwell

- d. Action 95 Equality Objectives (previous minute reference 03/25/26 and 01/26/03e)**
Approval to close the action due to no further context being available.
Action closed.
- e. Action 96 Police Race and Disproportionality Action Plan (previous minute reference 01/26/04)**
Discussion held at minute reference 02/26/12.
Action closed.
- f. Action 97 Equality Objectives (previous minute reference 01/26/05)**

Discussion held at minute reference 02/26/13.

Action closed.

g. Action 98 Protected Characteristics Update – Religion or Belief (previous minute reference 01/26/08)

Activity completed.

Action closed.

02/26/12 Police Race and Disproportionality Action Plan [FOIA Open]

Ben Deer presented the Police Race and Disproportionality Action Plan (PRDAP) paper which provided an update on work undertaken to date. The following key points were noted:

- The handover of the PRDAP Business Lead from Ben Deer to Scott Bradley was being finalised.
- The Business Lead and Workstream Leads met on a bi-monthly basis, with Equality Diversity and Inclusion (EDI), Corporate Communications and Performance and Analysis (P&A).
- It was noted that some forces had included questions in relation to the PRDAP into Promotion Board interviews.
- The MM meetings were held on a rotational basis and were chaired by the Business Lead and attended by key stakeholders. The intention of the MMs was to identify the strengths and where any gaps were within the four workstreams.
- The timeline for overall completion of the PRDAP was September 2026, with an interim review scheduled for 22 June 2026.
- It was recognised that the work undertaken to deliver the PRDAP would better sit under the broader Culture and Inclusion work led by EDI. This approach would avoid duplication.
- The main objective was to weave the PRDAP and the Equality Objectives into business as usual work (BaU).

The Board thanked Ben Deer and his Team for the work undertaken regarding the PRDAP. Scott Bradley was also thanked for the transparency in utilising Co-Pilot Chat for the completion of the report.

02/26/13 Equality Objectives Update [FOIA Open]

Emily Owen presented the Equality Objectives paper, which sought approval and publication of the 2026-2030 Equality Objectives. The following key points were noted:

- Engagement had taken place with both internal and external stakeholders to develop the Equality Objectives.

- There were four key objectives covered in the document, Data and Information, Capability, Workforce Culture and Working with Communities. This approach moved towards embedding the Culture and Inclusion Strategy into business as usual (BaU) policing through legitimacy, decision making and service quality. Providing a strategy that was people focussed, driven by meaningful relationships and focussed on real culture change.
- Strong themes had been identified through the engagement undertaken, with people wanting to be treated with respect, empathy and emotional intelligence by police. It was recognised there was a lack of diverse representation at all levels within policing, which impacted trust and confidence.
- The work would be delivered in a two-stage approach:
 - Stage One: Organisational Baseline and Alignment. Activities in this stage included mapping existing activity across the Equality Objectives, identifying any interdependencies, identifying any high risks areas and identifying clear ownership for actions.
 - Stage Two: Departmental Integration and Ownership. Engagement would take place with Senior Management Teams (SMTs) and through Continuous Professional Development (CPD), focussing on the impacts and benefits of the organisation, embedding ownership at a departmental level, and ensuring activity was relevant to core business.
- Members were supportive of the Equality Objectives, but concerns were raised about how the training would be delivered. It was recognised conversations would be required with Learning and Development (L&D) to discuss the resourcing requirements to deliver the necessary training.
- It was noted the PDRAP and the Equality Objectives together would address all areas of outcome focus and accountability and assist in moving the work forward.

The Board agreed:

1. To sign off the proposed 2026-2030 Equality Objectives for external publication.
2. The two staged approach for delivery that addressed the organisational challenges and community concerns, with the caveat that the Equality Objectives were aligned with the People Strategy.

Tamsin Boyde joined the meeting virtually.

02/26/14 Key Diversity Dates Calendar Review [FOIA Open]

Members received and noted the Key Diversity Dates Calendar Review paper presented by Tamsin Boyde, which provided details of proposed diversity dates for 2026 that would be supported by Corporate Communications and EDI.

Members proposed that contact should be made with the Executive Lead for each key diversity date approximately one month prior to the event. This would then provide sufficient time to review and amend any communications being planned.

It was recognised the Contact and Resolution Centre (CRC) had access to a tool which mapped the religious festivals, which enabled adequate operational planning for specific events. It was noted consultation would take place between Corporate Communications and CRC, when reviewing and planning key dates, thereby providing a balanced approach in terms of support.

During discussions, the following actions were created:

1. Tamsin Boyde would ensure plans were put into place to arrange a date for the Staff Support Network Day in 2027, so that members of the Executive could meet with the Staff Support Groups.

For action by: Tamsin Boyde

2. Tamsin Boyde would develop the Key Diversity Dates plan to produce an ongoing 12-month rolling plan.

For action by: Tamsin Boyde

Tamsin Boyde left the meeting.

02/26/15 His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) Recommendations and Inspection Activity [FOIA Open]

Guy Blackford presented the HMICFRS Recommendations and Inspection Activity paper, which provided an update on progress against the HMICFRS and other high profile and risk recommendations, and progress against organisational learning. The following key points were noted:

- There was a total of 11 HMICFRS recommendations. Seven recommendations were raised in May 2026.
- Details of Recommendation Four 2026 Children's Commissioner Police Powers and Strip Searching, where a child had been stripped searched more than once, had been passed to the Superintendent, Local Policing South Devon to understand what diversionary opportunities could be put into place.
- It was recognised that in relation to Recommendation Seven 2026 Children's Commissioner Police Powers and Strip Searching, there would be a requirement for separate data recording for 'size, build and gender', thereby providing better identification of reasons for use of force, and to identify the number of children subject to use of force including the number of incidents.

- Required changes had been made to the Stop Search Policy, in regard to searching a young person, where no child should be searched by an officer of the opposite sex, unless that was the child's choice, and a child should always have the choice about where the search was conducted.
- Work would be required to improve the data quality, which would include the recording of additional vulnerability characteristics as standard. A Public Protection Notice (PPN) would be recorded for every stop and search which involved a child, and mandatory flags would be implemented on all police data recording systems for non-compliant strip searches.
- The two Police Effectiveness Efficiency and Legitimacy (PEEL) recommendations would be monitored through the Force Police Use of Powers Board.
- It was recognised an update was required on the progress of the Intelligence Report in relation to Claire Chick, for submission to the Independent Office for Police Conduct (IOPC).

Jim Colwell would make enquiries as to the progress of the Intelligence Report in relation to Claire Chick for submission to the IOPC.

For action by: Jim Colwell

Nigel Yelland joined the meeting virtually.

02/26/16 Use of Police Powers, including Stop and Search (S&S), Use of Force (UoF) and Officer and Safety (OSS) [FOIA Open]

Nigel Yelland presented the Use of Police Powers paper, which provided an update on progress and activity undertaken over the preceding six months. The following key points were noted:

- S&S, UoF and OSS had now been aligned under a single Use of Police Powers Portfolio, working in conjunction with the Body Worn Video (BWV) and Scrutiny Panel portfolios. This alignment was intended to improve consistency, oversight, and organisational understanding.
- Terms of Reference and Business Delivery Plans had been established and implemented for each of the portfolio areas.
- The portfolio provided an integrated governance framework, strengthening both the legitimacy and the proportionate use of police powers.
- Immediate focus was centred on addressing two HMICFRS Areas for Improvement (AFIs), specifically:
 - Accurate recording of UoF.
 - Appropriate use of PPNs.
- Work was ongoing to better understand disproportionality within the data, alongside identifying opportunities to reduce this.
- Support was requested to enable Portfolio Leads to:
 - Attend Senior Leadership Team (SLT) meetings
 - Ensure BCU performance meetings included scrutiny of UoF form compliance and PPN completion

- Members discussed the identification of officers and staff who were subject to repeated assaults to determine whether additional management intervention may be required. It was noted that this was currently addressed through existing supervisor intervention processes.
- Concerns raised by frontline staff in relation to scrutiny panel processes were also discussed. It was suggested that a review of the current approach may be beneficial. While panels were acknowledged for recognising positive work, it was agreed this could be strengthened further.
- Members emphasised that scrutiny panels played a crucial role in building community confidence and relationships with policing. It was suggested that officers and staff should be notified at the earliest opportunity when a case involving them was being referred to a scrutiny panel. This would allow appropriate context to be provided, recognising that BWV footage does not always capture the full circumstances leading to an incident.
- Members also acknowledged that disproportionality data remained an area of concern and noted that work had commenced to better understand and address this.

The Board thanked Nigel Yelland and the three Portfolio Leads for their work in bringing the Use of Police Powers Portfolio together.

The Board broke at 3.54pm, reconvening at 4.00pm. Jim Colwell, Alexis Poole and Nigel Yelland left the meeting, and Mike Dearden joined the meeting virtually.

02/26/17 Protected Characteristics Updates [FOIA Open unless exemptions specified below]

a. Disability

Mike Dearden provided a verbal update on the work taking place within the Disability Support Network (DSN), the following key points were noted:

- The DSN provided advice and guidance to staff and Line Managers.
- Engagement took place between the DSN and the Occupational Health Service (OHS), Human Resources (HR), Health and Safety (H&S) and L&D.
- The DSN had a Disability Peer Support who worked closely with the Wellness Team.
- The DSN utilised various forms of communication to raise the profile of the support network, which included the SharePoint site, newsletters, Viva Engage and a dedicated Microsoft Teams Channel.
- The DSN had just over 80 members and the Neurodiversity Disability Support Network (NDSN) had over 200 members. Statistically in the United Kingdom (UK), staff with disabilities equated to approximately 25% of the workforce.
- It was recognised the Forces membership to the Disability Conference Schedule had lapsed and was being reviewed.



Belinda Dunmall rejoined the meeting virtually.

- **The following section has been redacted under the Freedom of Information Act 2000, s.22.**
- Members acknowledged the Disability Pledge had been delayed, and work continued with the Head of Alliance People to move the work forward.
- The DSN would like the Executive to consider sending a representative to the Disability in Policing Conference in Coventry, which had been scheduled for the 2 and 3 December 2026.

Mike Dearden was thanked for his input, and the increase in the DSN and NDSN membership was acknowledged.

Dawn Perriam joined the meeting virtually.

- The Executive recognised the Force was experiencing a high number of Employment Tribunals (ETs) and a number were Disability Discrimination cases. Work had commenced in regard to creating a Star Chamber approach. Members supported early engagement with staff who disclosed a disability, better support for line managers, and the implementation of reasonable adjustments.

b. Violence Against Women and Girls (VAWG)

Dawn Perriam provided a verbal update on the work being undertaken in regard to VAWG, and the following key points were noted:

- The National VAWG Portfolio were releasing an online tool kit to assist victims and witnesses. This work would also link into the Strategic Safeguarding Improvement Hub (SSIH).
- Work had been completed in relation to 'lived experiences' from witnesses and victims who had reported offences of inappropriate behaviour, and guidance was being written on how to support members of staff from repercussions.
- It was recognised discussions had taken place at the 19 December 2025 Ethics Committee, about whether it was ethical for members of staff to be recognised for reporting inappropriate behaviour. The proposal was supported by the Committee, and the Professional Standards Department (PSD) were implementing a process.

Dawn Perriam was thanked for the input, and it was noted a new Detective Chief Inspector for Op Soteria had been appointed and would provide the VAWG updates to future Strategic Legitimacy Boards.

Specialist Support Hub would invite the newly appointed Detective Chief Inspector for Op Soteria to future Strategic Legitimacy Boards to provide the VAWG updates.

**For action by:
Action discharged.**

Specialist Support Hub

Dawn Perriam left the meeting.

c. Gender Reassignment

Mike Stamp provided a verbal update on the work being undertaken on gender reassignment within Force and nationally. The following key points were noted:

- Work was taking place with Emily Owen and the Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Support Group, as it was noted members who had transitioned or were going through gender reassignment often sought anonymity and therefore the traditional network approach did not lend itself to engaging with those individuals.
- The National Police Chiefs Council (NPCC) had issued guidance in regard to the searching of same sex offenders and there was a current “call for evidence” from the NPCC in order to respond to a Judicial Review which involved another Force.

Glen Mayhew left the meeting.

- It was noted that the Equality Impact Assessment which was relied on in support of the code by the Equality and Human Rights Commission (EHRC) noted some potentially negative impacts which would need to be mitigated.
- The CoP indicated that in the context of the provision of services (visitors to our estate) single sex facilities must be used based on a person’s birth sex rather than their gender identify.
- It was noted any Equality Impact Assessment (EIA) would have a negative impact, and if a member of the transgender community used a single sex facility it would be the organisation that would be liable if a complaint was submitted.
- It was recognised that inclusive and accessible facilities were being provided across the Force estate.

Glen Mayhew re-joined the meeting in person.

- Members noted the LGBT workforce had been significant impacted, due to the restrictions in staff being able to attend PRIDE and other events in uniform.

Members were reassured that despite the negative press around policing; the Force would be a fully inclusive organisation. The Board were reminded that the Force also needed to support those members of the community who were supportive of the new parliamentary judgement in regard to the new EHRC CoP. It was acknowledged that a balance was required across all areas of protected characteristics.



Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 4.41pm. The next Strategic Legitimacy Board meeting would be held on Thursday 20 August 2026, commencing at 9.30am via Microsoft Teams.